

AD-A151 042

MEASURING INSTITUTIONAL DISCRIMINATION
IN THE ARMY: 1974-1980

Dwight J. Goehring

Submitted by

James A. Thomas, Chief
ARI FIELD UNIT AT PRESIDIO OF MONTEREY, CALIFORNIA

and

E. Ralph Dusek, Director
TRAINING RESEARCH LABORATORY



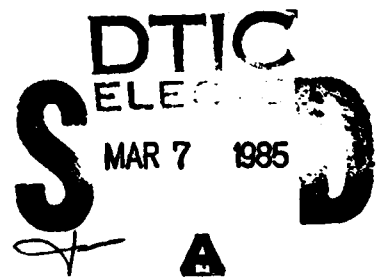
U. S. Army

Research Institute for the Behavioral and Social Sciences

June 1981

Approved for public release; distribution unlimited.

This report has been cleared for release to the Defense Technical Information Center (DTIC). It has been given no other primary distribution and will be available to requestors only through DTIC or other reference services such as the National Technical Information Service (NTIS). The views, opinions, and/or findings contained in this report are those of the author(s) and should not be construed as an official Department of the Army position, policy, or decision, unless so designated by other official documentation.



85 02 19 041

UNCLASSIFIED

SECURITY CLASSIFICATION OF THIS PAGE (When Data Entered)

REPORT DOCUMENTATION PAGE		READ INSTRUCTIONS BEFORE COMPLETING FORM
1. REPORT NUMBER Research Note 84-70	2. GOVT ACCESSION NO. AD-A151042	3. RECIPIENT'S CATALOG NUMBER
4. TITLE (and Subtitle) Measuring Institutional Discrimination in the Army: 1974-1980		5. TYPE OF REPORT & PERIOD COVERED
		6. PERFORMING ORG. REPORT NUMBER
7. AUTHOR(s) Dwight J. Goehring		8. CONTRACT OR GRANT NUMBER(s)
9. PERFORMING ORGANIZATION NAME AND ADDRESS U.S. Army Research Institute for the Behavioral and Social Sciences Field Unit, PO Box 5787 Presidio of Monterey, CA 93940		10. PROGRAM ELEMENT, PROJECT, TASK AREA & WORK UNIT NUMBERS 2Q162722A791
11. CONTROLLING OFFICE NAME AND ADDRESS U.S. Army Research Institute for the Behavioral and Social Sciences 5001 Eisenhower Ave., Alexandria, VA 22333		12. REPORT DATE June 1981
		13. NUMBER OF PAGES 199
14. MONITORING AGENCY NAME & ADDRESS (if different from Controlling Office)		15. SECURITY CLASS. (of this report) Unclassified
		15a. DECLASSIFICATION/DOWNGRADING SCHEDULE
16. DISTRIBUTION STATEMENT (of this Report) Approved for public release; distribution unlimited.		
17. DISTRIBUTION STATEMENT (of the abstract entered in Block 20, if different from Report)		
18. SUPPLEMENTARY NOTES		
19. KEY WORDS (Continue on reverse side if necessary and identify by block number) Institutional discrimination, Hispanics, Separations, Representation, Females, Discrimination, Female soldiers, Organizational horizontalization, Difference indicator, Blacks, Equal opportunity.		
20. ABSTRACT (Continue on reverse side if necessary and identify by block number) Based on computerized records of the entire Army population from 1974 through 1980, institutional discrimination, as defined, persists through 1980. Blacks, Hispanics, females, and racial/ethnic others are each nonuniformly distributed across paygrade and occupational categories. Speed of promotion and separation rates vary among the groups. In general, most disparities can be interpreted as disadvantageous to the demographic groups in question. Trends over time are considered. Both desirable and undesirable trends are in evidence though others cannot be interpreted unambiguously. Originator Supplied Key Words		

FOREWORD

From 1972 to 1980 ARI performed a multifaceted research program in support of the Army's equal opportunity program. This program produced numerous products which have been instrumental in assisting the Army in coping with significant problems related to race, ethnicity, and gender.

Among the major concerns of Army leadership were institutional discrimination in the Army and its impact on the individual soldier, his/her unit, and the Army as a whole. Previous ARI research developed an operational definition of institutional discrimination and a prototype methodology for its quantification and measurement, which not only has been institutionalized in the Army but has also been used in other agencies, both military and civilian. This research, which also showed trends in the status of black soldiers from 1964 through 1973 in terms of appropriate representation on a number of personnel management dimensions, was published and broadly disseminated as DA PAM 600-43, "Measuring Institutional Discrimination in the Army."

The research reported here builds and elaborates on the concepts introduced in the DA pamphlet. The scope is expanded to include female and non-black minority service members, and the time period is extended through FY 80. The results demonstrate the progress the Army made in managing this problem as well as those areas where problems still existed.

This document is intended as a supplement to the original DA pamphlet, not as a replacement or as the final word on institutional discrimination in the Army. The voluminous data provide an excellent source of reference material for use in EO training at company through executive levels. In addition, this document provides decision makers with updated information concerning the important personnel management area of institutionalized inequities among demographic groups in the Army.

Accession For	
NTIS GRA&I	<input checked="checked" type="checkbox"/>
DTIC TAB	<input type="checkbox"/>
Unannounced	<input type="checkbox"/>
Justification	
By	
Distribution	
Availability Codes	
Dist	Special
A-1	



EXECUTIVE SUMMARY

Requirement:

To update the data presented in DA PAM 600-43 Measuring Institutional Racial Discrimination in the Army. This report is intended to supplement but not to replace the DA pamphlet.

Procedure:

Conceptual research on institutional discrimination published since the pamphlet is summarized. Methods of data extraction and definitions of the descriptive statistics used, including the Difference Indicator, are presented.

The project was designed to achieve three objectives: (1) to maximize comparability with the concept of institutional discrimination as presented in the DA pamphlet, (2) to temporally extend the data base from 1974 through 1980, and (3) to expand the scope to include not only blacks, but also Hispanics, racial/ethnic (R/E) others, and females. The Defense Manpower Data Center computer records of all Army personnel on active duty for the years 1974 through 1980 were interrogated by specially developed software. In excess of 5.4 million cases are included in the reported data.

Findings:

In comparison to the U.S. population, blacks and R/E others were overrepresented in the Army in 1980 while females and Hispanics were underrepresented. Representation of females, blacks, and Hispanics has increased over the 7 years investigated in this research. All four groups were underrepresented in the officer grades. Representation in officer grades is increasing for blacks and females. Blacks and R/E others were overrepresented among enlisted grades while females and Hispanics were underrepresented. Increasing representation in enlisted grades is evident for all four groups.

When the distribution of personnel of the various groups across occupational categories is considered, uniform distribution was not observed. Further, each of the four groups had a distinct pattern of disparate distribution. Several time trends were identified; a subset of these provided continuity with those reported in the DA pamphlet for blacks while others showed a complete reversal of direction.

When speed of promotion is considered, in general, blacks were found to achieve grade more slowly and females more quickly than the average during the period investigated. All four groups achieved E9 more slowly than the average. Neither education nor mental test scores treated as control variables seemed able to account for these differences. Blacks with high mental test scores were found for all years to have achieved specific enlisted grades more slowly than either blacks or whites with low mental test scores.

When total separations from the Army for 1980 are considered, whites and females were overrepresented in comparison to the other groups. Examining separations by occupational categories, it was found that the personnel in certain occupations were more likely to separate and that distinct patterns were evident for the various demographic groups.

Utilization of Findings:

The results reported here may prove useful as reference material for equal opportunity training programs and as an information source for policy formulators.

MEASURING INSTITUTIONAL DISCRIMINATION IN THE ARMY: 1974-1980

CONTENTS

	Page
OVERVIEW	1
METHOD	5
Data source	5
Demographic groups	5
Operational definitions	7
Eligible population	10
Sampling variability	10
Comparability	10
RESULTS	10
Composition of the Army	11
Distribution of personnel in grades	11
Distribution of personnel in occupational specialties	47
Speed of promotion	74
Speed of promotion by education level	77
Speed of promotion by mental category	81
Separations from the Army	81
Separations by occupational areas	85
CONCLUSIONS	87
REFERENCES	89
APPENDIX A. Data and Calculations for Each Difference Indicator	91

LIST OF TABLES

Table 1. Encoding of demographic groups based on conjunction of race and ethnic group variables in DMDC files	6
2. Cases with indeterminate demographic information by grade and year	8
3. Ratios of number of officers to number of enlisted personnel by demographic group by year	18
4. Separation rates for FY 1980 in comparison to strength as of 30 September 1979 by group by grade	86

LIST OF FIGURES

Figure 1.	O'Connor model of institutional discrimination	2
2.	Horizontal (A) and vertical (B) personnel distribution patterns of institutional discrimination in organizations .	4
3.	Difference indicators for composition of Army	12
4.	Difference indicators for officers	14
5.	Difference indicators for enlisted personnel	16
6.	Difference indicators for officer grades	19
7.	Difference indicators for enlisted grades	35
8.	Difference indicators for the distribution of officers in occupational areas	48
9.	Difference indicators for the distribution of enlisted personnel in occupational areas	60
10.	Speed of promotion for selected officer grades by demographic group for FY 1980	75
11.	Speed of promotion for enlisted grades E4 through E9 by demographic group for FY 1980	76
12.	Changes in speed of promotion between blacks and whites for E4 through E9 by year (months difference = MMG(B) - MMG(W))	78
13.	Speed of promotion for medium education level enlisted personnel by grade by demographic group for FY 1980	79
14.	Speed of promotion for high education level enlisted personnel by grade by demographic group for FY 1980	80
15.	Speed of promotion for low AFQT enlisted personnel by grade by demographic group for FY 1980	82
16.	Speed of promotion for high AFQT enlisted personnel by grade by demographic group for FY 1980	83
17.	Difference indicators for total separations for FY 1980 by demographic group	84

OVERVIEW

The concept of institutional discrimination was developed by researchers who noted diverse ways that group inequities have been integral to the social system. Knowles and Prewitt (1969) extensively documented the existence of this phenomenon in U.S. society, and Willie (1974) collected a range of papers on the subject. Nordlie, Thomas, and Sevilla (1975) pioneered in the systematic, empirical study of such phenomena. They made a report on institutional discrimination concerning blacks, in the U.S. Army between 1962 and 1973, finding both (1) a number of dramatic improvements in the circumstances of blacks over a decade and (2) areas where blacks continued to be at a severe disadvantage. Subsequently, their research, augmented by a related investigation (Nordlie & Carroll, 1976), has been published as a Department of the Army (1977) pamphlet. The general approach was modified for application to moderate-sized Army units (Nordlie, Edmonds, & Goehring, 1978) and was field tested (Goehring, in press).

The primary definition of the construct of institutional discrimination serving as the basis of this investigation parallels very closely that of Nordlie et al. Institutional discrimination against minorities or women is any difference in what happens to people in an organization--a difference which

1. is correlated with demographic group membership;
2. results from the normal functioning of the organization; and
3. operates to the consistent disadvantage of minority group members or women.

This formulation emphasizes the identification of institutional discrimination by its effects, implicitly dictating an empirical as opposed to a theoretical approach to an organizational appraisal of its existence. The definition is general, allowing a wide range in types of differences between the particular group in question and the remaining members of the organization to be interpreted as evidence of institutional discrimination. In addition, the definition does not address whether the organization intends to discriminate or even whether it acknowledges that a particular situation exists; the effects of institutional discrimination are its hallmark.

O'Connor (1977) has developed a formulation of discrimination which suggests a behavior continuum between personal and institutional discrimination. Figure 1 shows his model, the strength of which is its allowance for a range of behavior modalities from intermediate to extreme. However, the conceptualization seems to suffer from two shortcomings: neither the distinction between an organization and an institution nor the approach one might take to directly measure the various types has been sufficiently elaborated.

Two dynamics underlying institutional discrimination have been clearly identified (Feagin & Feagin, 1978). Past-in-present institutional discrimination emphasizes the inertial aspects whereby past discrimination or its results are reflected in current disadvantages to the group under consideration. The

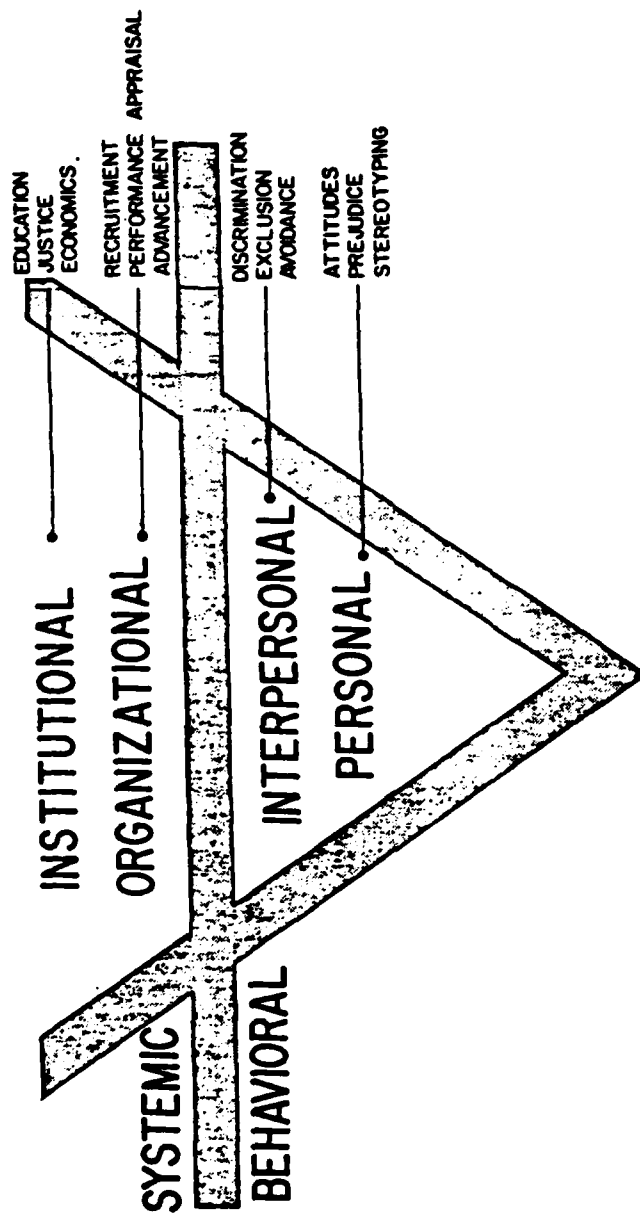


Figure 1. O'Connor model of institutional discrimination.

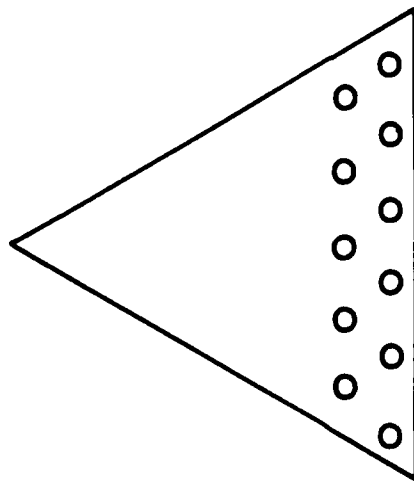
active discrimination itself may have abated or completely ceased. For example, women historically were virtually excluded from certain occupations. As a result, there is today, and for years there likely will be, a sparsity of female managerial and executive personnel in some fields.

The other type, side-effect or fair-in-form institutional discrimination, occurs in any situation where there are secondary discriminatory effects. It may occur where an employment or educational opportunity has some arbitrary credential, test score, or other requirement as a prerequisite. Ostensibly the requirements are fair to applicants from all groups, but typically the requirements have differentially negative impacts upon minority group members and females.

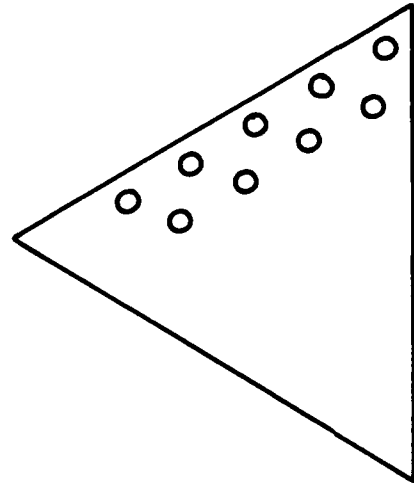
Where substantial predictive validity has been demonstrated, as in the case of the relationship between scores on scholastic aptitude tests and grades in the freshman year of college, or where certain standards are deemed rationally necessary, such as height and weight requirements for certain types of police work, the results may still be seriously detrimental to certain groups. Thus, the breadth of the general construct of institutional discrimination is revealed; in certain situations it can continue to exist, seemingly with both validity and rationality. Further, the past-in-present dynamic can and often does exacerbate the effects of the fair-in-form variety of institutional discrimination.

When institutional discrimination is considered within the specific context of organizations (cf. Alvarez & Lutterman, 1979), a frequent aspect considered is the representation of various groups. In general, questions of representation ask whether various identifiable subsets of persons from a defined eligible population are members of some group within the organization in the same relative numbers as they comprise in the eligible population. Representation can be investigated concerning a variety of characteristics (Eitelberg, 1978) such as ideology, social status, and quality. With regard to the all-volunteer force and the Army, in particular, some discussion of the relevance of these issues has occurred (Eitelberg, 1977; Janowitz & Moskos, 1979), but the focus seems to have been largely upon the variable of race (Shields, 1980; Schexnider & Butler, 1976; Janowitz & Moskos, 1974).

In group representational analyses of organizations two distinct patterns have been identified and are repeatedly observed (cf. Feagin & Feagin, 1978). The structure of most organizations with employed personnel is hierarchical, having fewer individuals at each higher echelon. An organization with this structure may be graphically represented by a triangle. Figure 2, sketch A, shows the horizontal pattern in which members of the particular group being considered are overrepresented at a particular organizational level, typically one of lower status. In many organizations, minorities and women are overrepresented among the workers in comparison to their numbers among supervisory, managerial, and executive personnel. Sketch B of Figure 2 shows the vertical pattern. The representational discrepancies of this pattern are in terms of functional areas within the organization. For example, in many organizations, minorities and women are found to be relatively overrepresented in such departments as personnel or clerical and underrepresented in operational and highly technological departments. Both the vertical and horizontal patterns are in evidence simultaneously in some organizations.



A



B

Figure 2. Horizontal (A) and vertical (B) personnel distribution patterns of institutional discrimination in organizations.

The current research has been designed to achieve three objectives: (1) to maximize comparability with the previous research investigations of institutional discrimination in the Army (Department of the Army, 1977), (2) to temporally extend the data base through 1980, and (3) to expand the scope to include nonblack minorities and females. However, the undertaking has been limited, because of resource constraints, to only five demographic groups and to data existing in computerized records. The report is not intended as, nor should it be interpreted to be, a final assessment of institutional discrimination in the Army. Rather, it is simply one contribution to the developing perspective of how various groups have fared in the Army during the time period covered. Major portions of such an understanding are to be gained from the periodic reports of both the Department of the Army, Deputy Chief of Staff for Personnel, Director of Human Resources Development, Office of Equal Opportunity Programs, and the Department of Defense, Office of the Assistant Secretary of Defense (Equal Opportunity), as well as the reports of other government agencies, and several public sector research organizations.

METHOD

Data Source

Records for all active duty Army personnel in the data base of the Defense Manpower Data Center (DMDC) for the years 1974 through 1980 were interrogated by a FORTRAN computer program developed specifically for the project. Officer and enlisted master edited files as of 30 June of 1974 and 1975, and 30 September for all other years served as the data source for the research. The 1980 fiscal year loss files provided the data concerning withdrawal from the Army.

Demographic Groups

Four groups were of primary interest: blacks, Hispanics, racial/ethnic (R/E) others, and females. The first three categories were established based upon interrogation of race and ethnic variables on the computer file record which originated from self-reported information. The classification of R/E others includes data of persons of the non-Hispanic ethnic categories regardless of race category, and of persons of the racial "other" identification. Table 1 shows the detailed encoding of demographic groups. In addition, because the variable of ethnicity was on neither the enlisted file for 1974 nor the officer files for 1974 or 1975, the category of racial/ethnic others has missing data for those years.

Prior to 1976, the only available information on Hispanic identification is based on the matching of surnames with a Spanish name list. Crotser (1976) found only about half of persons in DMDC DoD files with Spanish surnames identifying themselves as Hispanic, while about one-fourth of those with Hispanic self-identification do not have Spanish surnames. To avoid the problem of data comparability, for those years where only Spanish surname match data were available, the Hispanic classification is treated as missing. Thus, the black, Hispanic, R/E other and white categories are all mutually exclusive of one another, though the female category is not. Analysis of racial/ethnic category by gender is beyond the scope of this research effort.

Table 1
Encoding of demographic groups^a
based on conjunction of race
and ethnic group variables in DMDC files.

Ethnic Group	Race			
	Missing	White	Black	Other
Missing	U	W	B	O
Mexican	H	H	H	H
Puerto Rican	H	H	H	H
Cuban	H	H	H	H
Latin American	H	H	H	H
Other Hispanic ^b	H	H	H	H
Aleut	O	O	O	O
Eskimo	O	O	O	O
North American Indian	O	O	O	O
Chinese	O	O	O	O
Japanese	O	O	O	O
Korean ^b	O	O	O	O
Indian	O	O	O	O
Filipino ^b	O	O	O	O
Vietnamese ^b	O	O	O	O
Other Asian ^b	O	O	O	O
Melanesian ^b	O	O	O	O
Micronesian ^b	O	O	O	O
Polynesian ^b	O	O	O	O
Other Pacific Islander ^b	O	O	O	O
Other ^c	O	W	B	O
None ^c	U	W	B	O

^a

U = Unknown, W = White, H = Hispanic, B = Black, and O = Racial/Ethnic Others

^b

Not included as a separate category on DMDC Army files until after Sept. 1979.

^c

After Sept. 1979 these are not distinguishable on DMDC Army files, encoded in this report as None in the Table.

Cases with indeterminate demographic identification were excluded from the tabulations. Table 2 shows record totals and percentages of cases which were excluded because of unusable demographic information for officers and enlisted personnel. Overall the proportion of unusable officer records is almost six times that of enlisted records.

Operational Definitions

The primary conceptual definition of institutional discrimination being used in the research is that of Nordlie et al., cited above. Three distinct types of descriptive statistics will serve as the operational definitions for the analysis. Of the three, proportions or percentages are the simplest, familiar enough to need no elaboration.

Requiring some explanation is a derived statistic for measuring speed of promotion termed Months in Service to Make Present Grade (MMG). It is calculated for each person by subtracting the data element, Basic Active Service Date, or for officers, their Date of Entry to Officer Ranks, from the Date of Current Paygrade after transforming both variables to months. If either of the requisite dates is missing on the record of an individual, MMG is also missing.

The third statistic used is called the Difference Indicator (D.I.). This computation has elsewhere been variously termed the Discrimination Indicator (Department of the Army, 1977) and the Representation Index (Nordlie et al., 1975). It is defined as

$$D.I. = \frac{\text{Actual Number}}{\text{Expected Number}} \times 100 - 100 \quad (1)$$

The numerator is the actual number of persons in a given demographic group of interest who are observed in a particular category as a result of personnel decisions. The denominator is the expected number of persons of the particular demographic group which would be observed in the category if (1) the probability of a person in that demographic group being included in the category is the same as the mean probability of inclusion for persons in the entire defined eligible population and if (2) sampling variability is ignored. The operating characteristics of the statistic have been studied in some detail (Goehring, 1979). The concept of expected number can be explained more simply. It is the number of persons from a specific demographic group one would observe in the particular category of interest if all factors leading to selection for the category were exactly the same for everyone in the eligible population regardless of demographic group membership. The notion of expected number is fundamentally mathematical rather than a matter of direct common sense. For example, if we assume that all U.S. citizens are the eligible population for the Army, then based upon the rationale behind the expected number notion one would "expect" over half of the Army to be female. Clearly many factors are not constant. Thus, the reader is advised to be very cautious in interpreting expected numbers as the number of persons who "should" be observed in a particular category. Expected numbers simply offer a convenient and relatively direct basis of comparison for the data.

The expected number is calculated by multiplying the proportion of persons of the demographic group of interest in the eligible population times the total

Table 2

Cases with indeterminate demographic information
by grade and year

Year	Enlisted			Officer			Total
	Indeterminate	Total	Proportion	Indeterminate	Total	Proportion	
1974	1,345	674,346	.002	1,055	105,998	.010	780,344
1975	9,241	678,154	.014	1,289	102,975	.013	781,129
1976	772	680,007	.001	6,333	98,276	.064	778,283
1977	489	680,033	.001	1,177	97,711	.012	777,744
1978	449	669,334	.001	1,775	97,583	.018	766,917
1979	436	656,978	.001	1,693	97,450	.017	754,428
1980	6,034	673,716	.009	2,729	98,660	.028	772,376
Total	18,766	4,712,568	.004	16,051	698,653	.023	5,411,221

number of persons included in the category of interest. The multiplication and subtraction of 100 affect only the scaling and not the substance of the D.I.

A simple example can show how the statistic works. Suppose 1000 soldiers are eligible for promotion and that 200, or .2, are females. If 100 promotions are made and the assumptions above are invoked, then 20 of the promoted soldiers will be female. If the actual number of promoted soldiers who are female exceeds 20, females are said to be overrepresented and the value of the D.I. will be greater than zero. If fewer than 20 females are among those promoted, females are underrepresented and the D.I. will be less than zero. If exactly 20 females are promoted, the D.I. will equal zero. The value of the D.I. can be considered a percentage.

The D.I. can range as low as -100 and as high as

$$\frac{100}{\Pi} - 100, \quad (2)$$

where Π is the proportion of persons of the demographic of interest in the eligible population. In the example above, it can be seen that if all of the soldiers promoted were female, the D.I. value would be +400. However, had females comprised only .1 of the eligible population and all of those promoted were female, the value of the D.I. would be +900. If .8 of the eligible population were male, the maximum obtainable D.I. for males would be only +25. Thus, the difference indicator is said to be not reciprocal in the case of two-group categorization (e.g., male-female or black-nonblack) or, in general, asymmetrical among different groups. The implication is that comparisons of positive D.I. values among groups with large differences in Π values is to be avoided. In such cases, it is more appropriate to examine and compare the constituent numbers of the D.I.¹

An equivalent expression for the statistic, and one which is often more convenient to calculate is

$$D.I. = 100P/\Pi - 100, \quad (3)$$

where P is the proportion of persons included in the category who are members of the demographic classification of interest. In this form the D.I. can be seen to be the ratio of two proportions subjected to what in mathematics is known as a linear transformation.

¹Should one wish to make comparisons among positive D.I. values based upon groups with differing Π values, it is possible to transform them so that the maximum value is +100. The resulting statistic is termed a Ceilinged Difference Indicator (C.D.I.) and is calculated as follows: $C.D.I. = D.I. \cdot \Pi / (1 - \Pi) = 100 (P - \Pi) / (1 - \Pi)$. For a group with Π less than .5, the C.D.I. will be less than the D.I. For a group with Π greater than .5, the C.D.I. will be larger than the D.I. Where $\Pi = .5$, the C.D.I. will equal the D.I. Whereas a D.I. indicates percent of underrepresentation or overrepresentation, the C.D.I. cannot be interpreted as a percentage. Further, unlike the D.I., the C.D.I. does not have a fixed, minimum value of -100. Therefore, it is recommended that the C.D.I. be applied guardedly and only to positive D.I. values.

Eligible Population

The value of the D.I. statistic is a function of both the variable in the numerator (P) and in the denominator (Π) of the first term in equation 3. For any given actual data the value of P will remain unchanged. However, one can generally conceptualize either more specific or more general eligible populations, usually with differing values of Π . For example, if the eligible population for 05s were taken as all 04s, a more general eligible population would be all officers and a more specific eligible population would be 04s who had 5 years in grade. To the extent that the Π values differ in each of the three eligible populations, the expected number and the value of the D.I. would differ also. In interpreting D.I. values, therefore, it is always well to bear in mind exactly what eligible population is being used.

Sampling Variability

Considerations of sampling variability and statistical significance are, in large part, not applicable to this report because, generally, data from the entire population were available. Instead of asking whether a finding is statistically significant, it must be asked whether it is of importance. Where substantial data are missing, an additional question to ask is whether the data in hand might be biased in some way. Where frequencies in some categories for a given group are very small, for example, female or R/E other senior officers, it must be realized that the descriptive statistics may not be very stable across time periods. In such cases a slight numerical increase or decrease can produce a large change in the statistics.

Comparability

In the design of the research, the plan was to define and measure all variables as similarly as possible to the Nordlie et al. studies. This was done to maximize comparability between the present and the earlier research findings. Such minor differences in methods as did occur will be noted.

RESULTS

There are innumerable ways in which data can be presented. The emphasis here is (1) upon current circumstances of each demographic group and (2) on how such circumstances have changed over time. For the reasons presented above, comparisons based on D.I. values between groups with large differences in proportions in eligible population are to be avoided. Current statuses of various groups impact upon the day-to-day reality of the Army and may be expected to affect the perceptions, attitudes, and interactions of personnel in a variety of ways. Time trends are important because where they are unambiguous, they may well provide a view into the future if relevant factors remain relatively constant.

Complete data tables of results are to be found in Appendix A. Data for whites have been included in these tables as a convenience to the reader, while data for males, in the interest of brevity, have not, but may be readily calculated based on the proportions or counts of females and totals.

Composition of the Army

Results show that in relation to the representation of the respective groups in the U.S. population based upon census estimates, females and Hispanics are currently underrepresented while blacks and R/E others are overrepresented in the Army. Figure 3 presents the D.I. values by demographic group for the years for which data were obtained. The trends for three of the groups are clear-cut, suggesting decreasing underrepresentation of Hispanics and females and increasing overrepresentation of blacks. Further, across the years all four groups show an unbroken increase in actual numbers, with the largest increase among females (125%). For blacks the increasing D.I. values continue the trend evident in the data of Nordlie et al., beginning about 1970.

Distribution of Personnel in Grades

Figure 4 shows D.I. values for warrant and commissioned officers for each group. For 1980 all groups are underrepresented among officers in comparison to the estimates of their numbers in the U.S. population. No trend is evident in the data for either Hispanics or R/E others, while data for both blacks and females display decreasing underrepresentation. For blacks it continues the trend evident in the earlier data since about 1970. Figure 5 presents D.I. values for enlisted personnel for each group, again in comparison to representation in the U.S. population. For 1980 blacks and R/E others are overrepresented, while females and Hispanics are underrepresented. All four groups show continuously increasing actual numbers across the years for which data are presented and consistently increasing representation with the exception of R/E others between 1979 and 1980.

Table 3 presents ratios of officer to enlisted personnel for demographic groups by year. Pronounced differences between groups and, with the exception of whites, high consistencies within groups over the years are evident. These ratios can be interpreted as displaying the horizontal pattern of institutional discrimination: the smaller the ratio, the greater the concentration of members of the particular group among enlisted relative to officer grades. In comparison to whites both currently and throughout the investigated time period, what can be termed "organizational horizontalization" has fallen most notably upon blacks, slightly less upon Hispanics, less upon R/E others, and least upon females.

The trend in the ratios for whites shows steady growth in the ratio of officer to enlisted in comparison to the early 1960s. The comparable ratios for other groups show essentially no changes over the years.

Presented in Figure 6 are D.I. values for individual commissioned and warrant officer grades by demographic groups. In computing the statistics the proportion of officers of each group at each grade is compared to the total proportion of each group among all officers. Consequently, unless the group is uniformly represented at each grade, necessarily some D.I. values will indicate overrepresentation and others underrepresentation for every demographic classification.

Blacks, Hispanics, R/E others, and females in 1980 are underrepresented at every field grade (O4 through O6) and at General Officer (GO) grades and overrepresented at all company grades (O1 through O3) with the exception of Hispanics at O1.

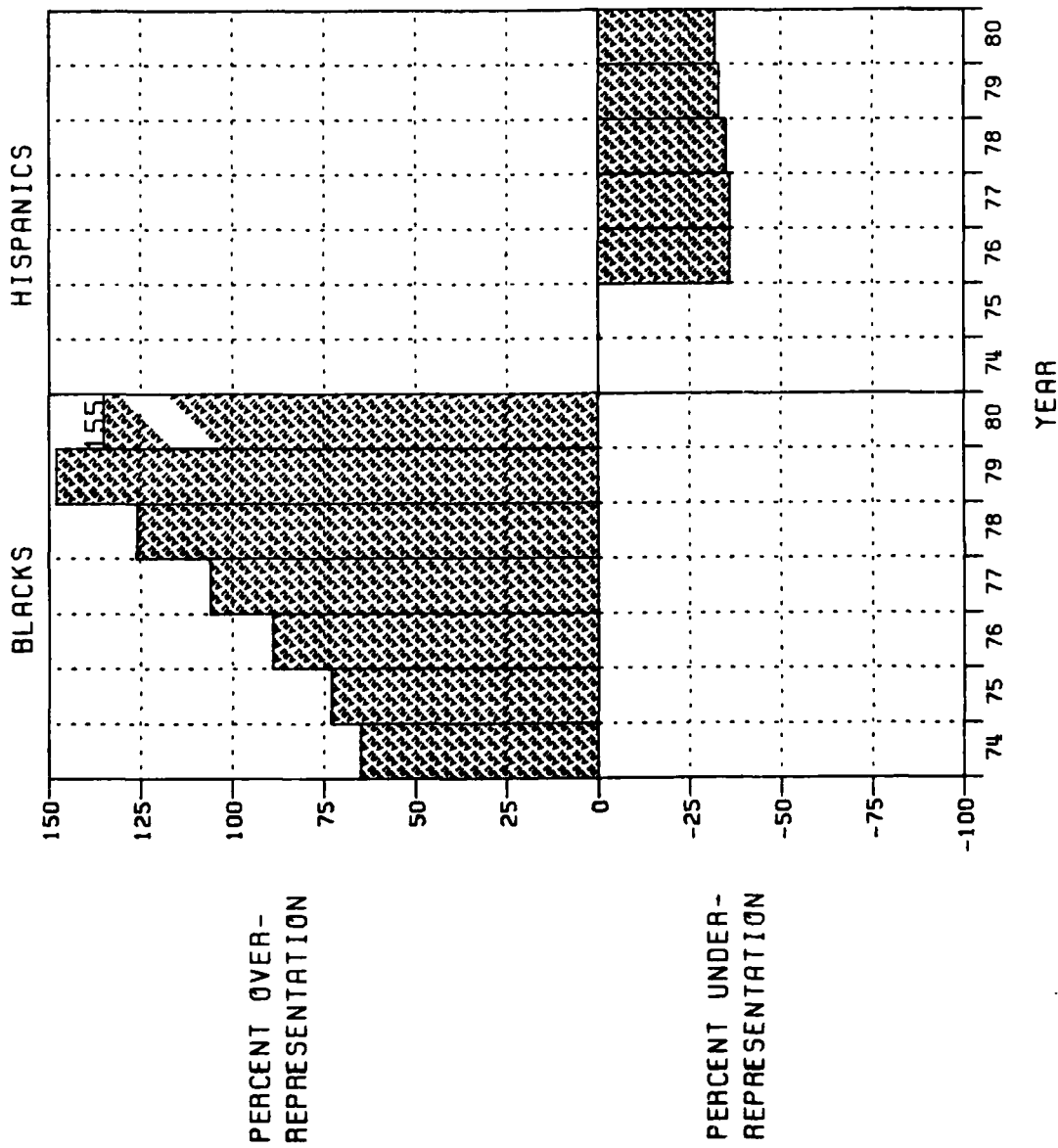


Figure 3. Difference indicators for composition of Army.

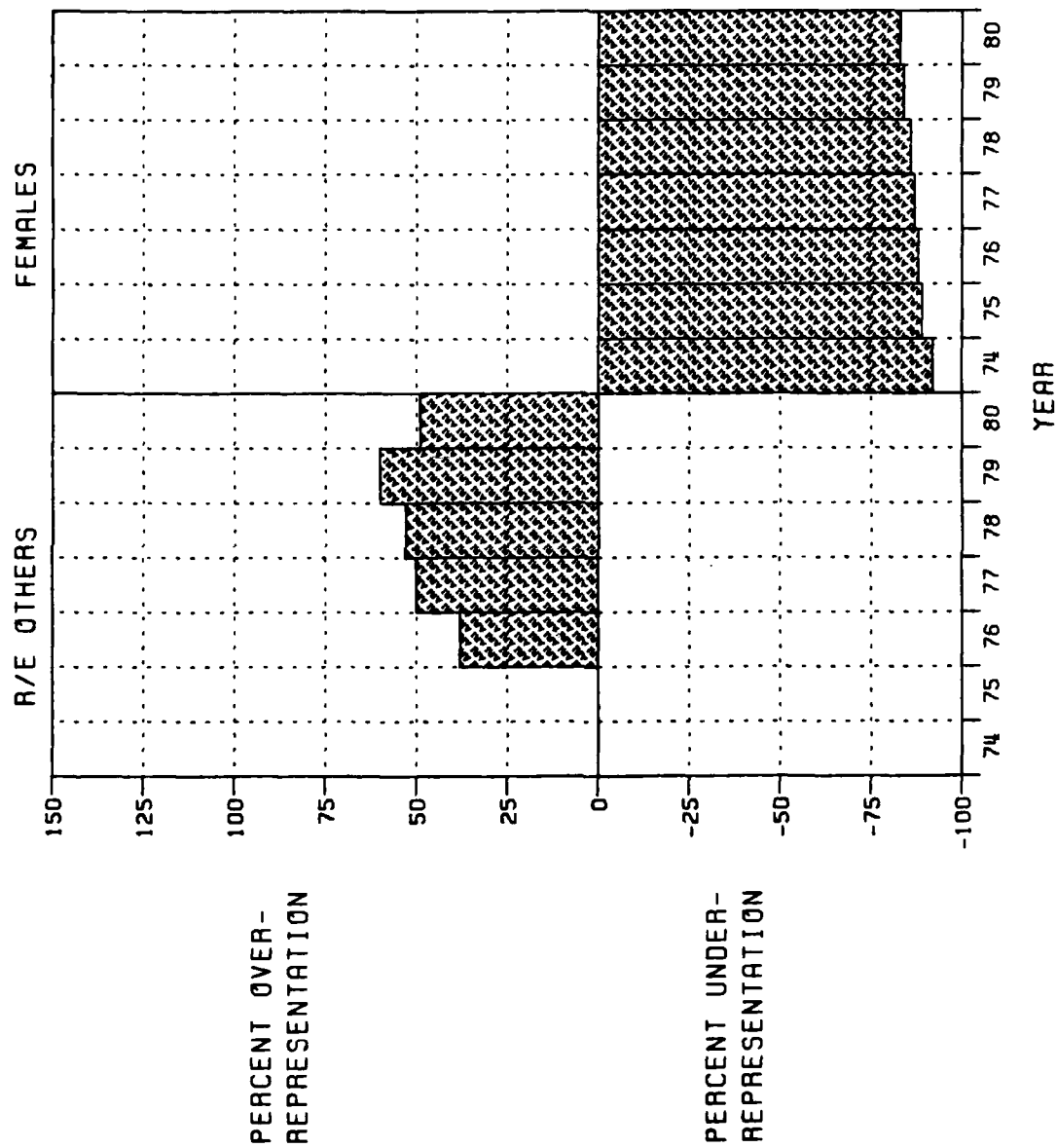


Figure 3. continued

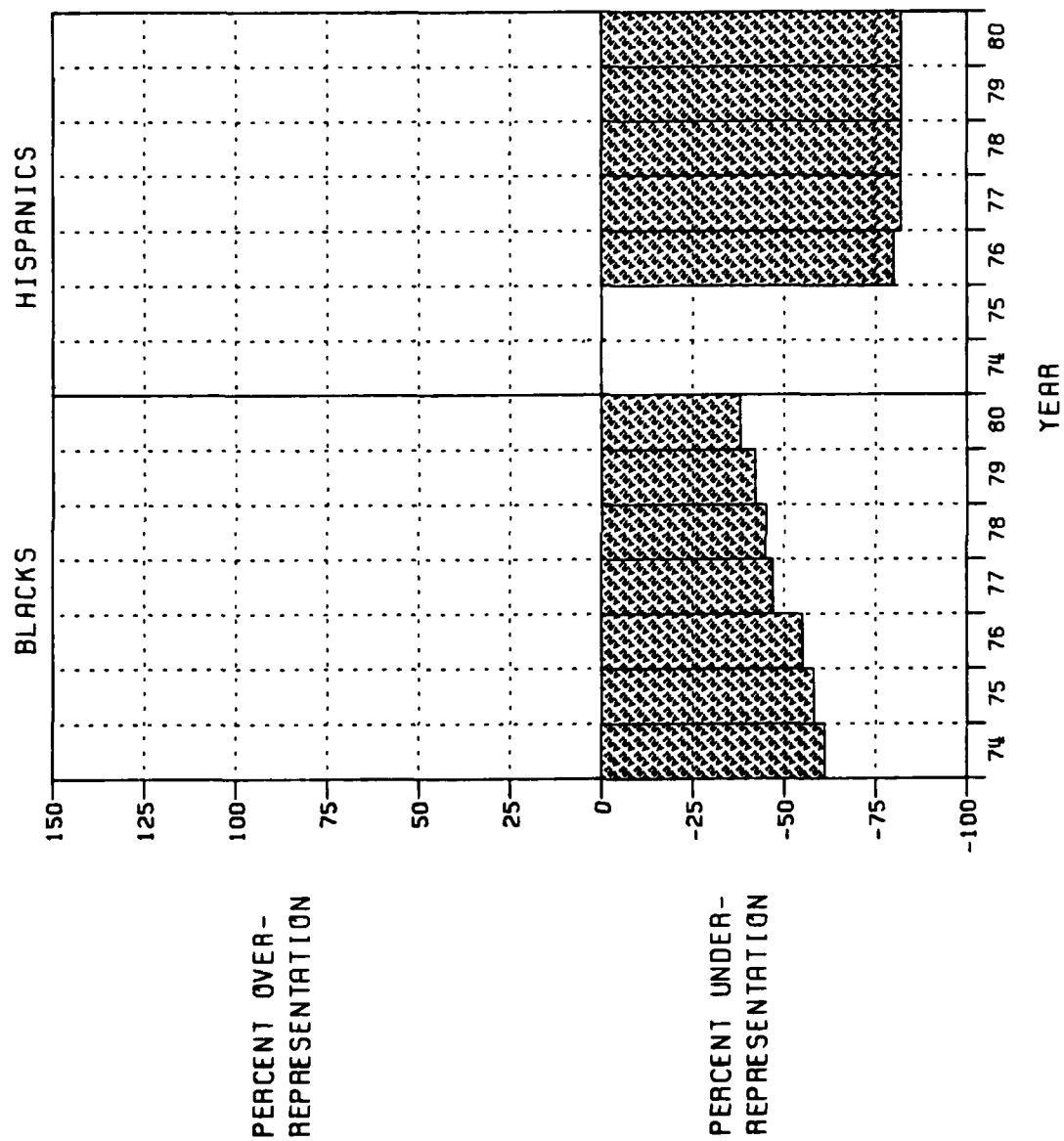


Figure 4. Difference indicators for officers.

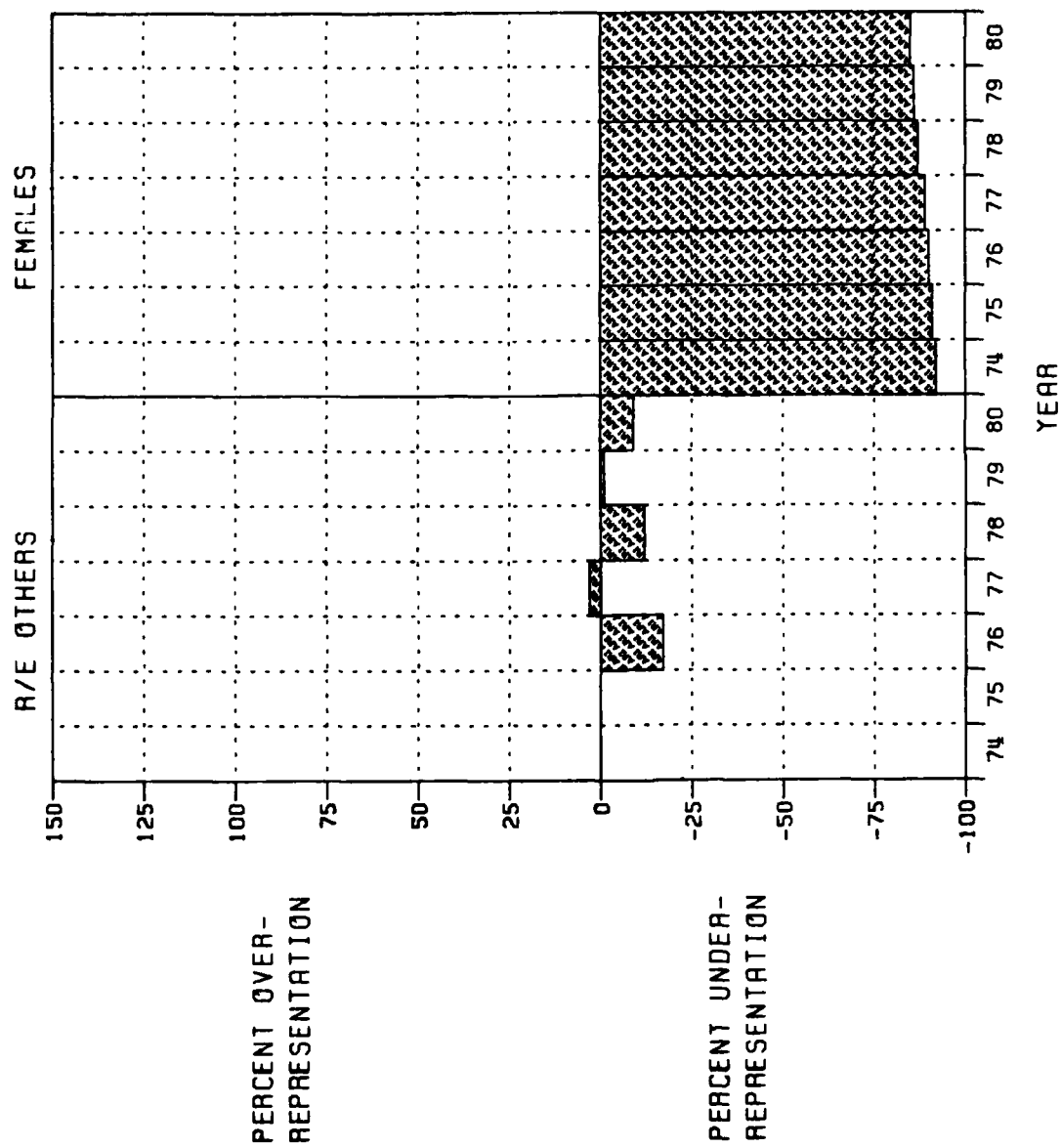


Figure 4. continued

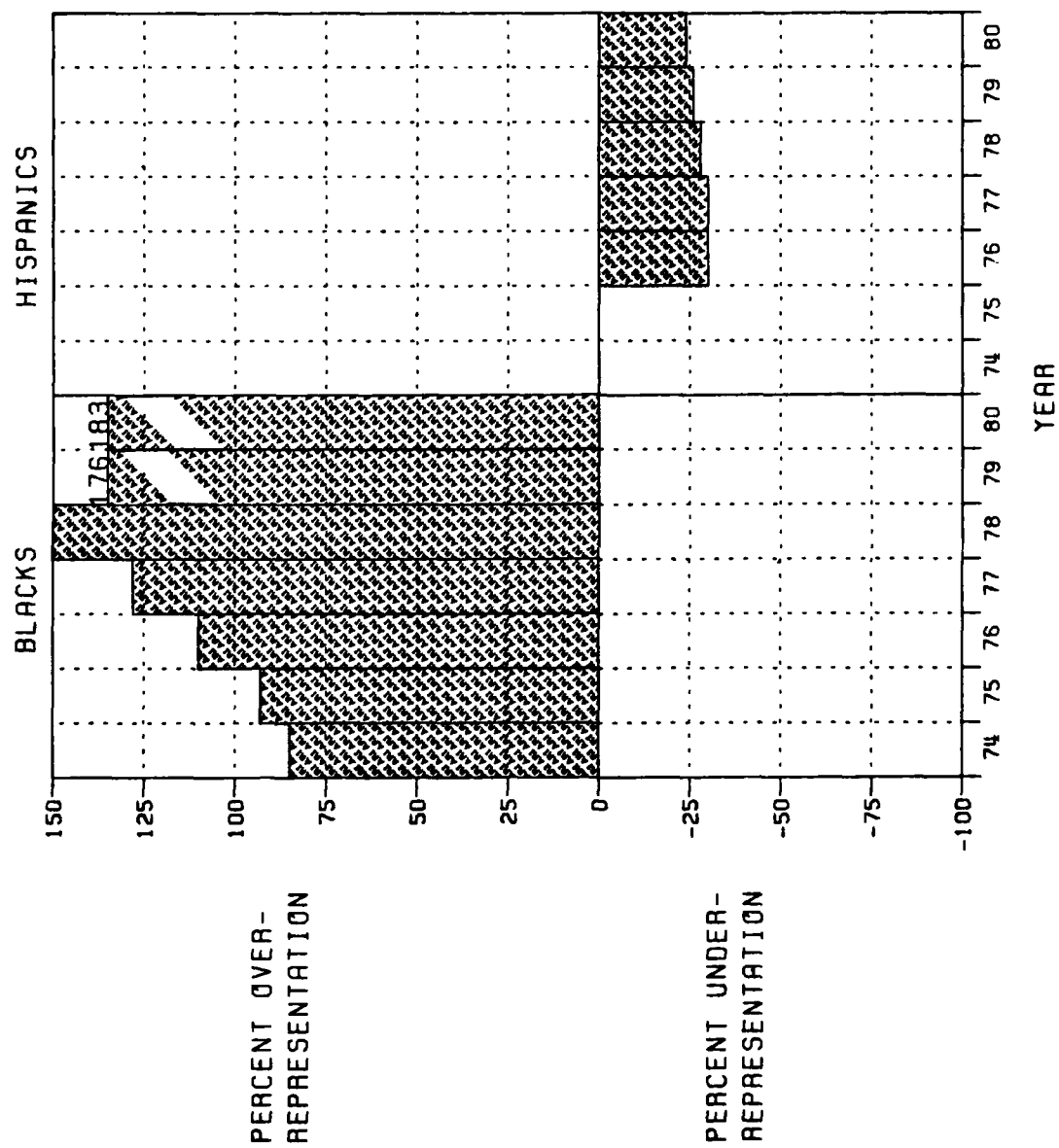


Figure 5. Difference indicators for enlisted personnel.

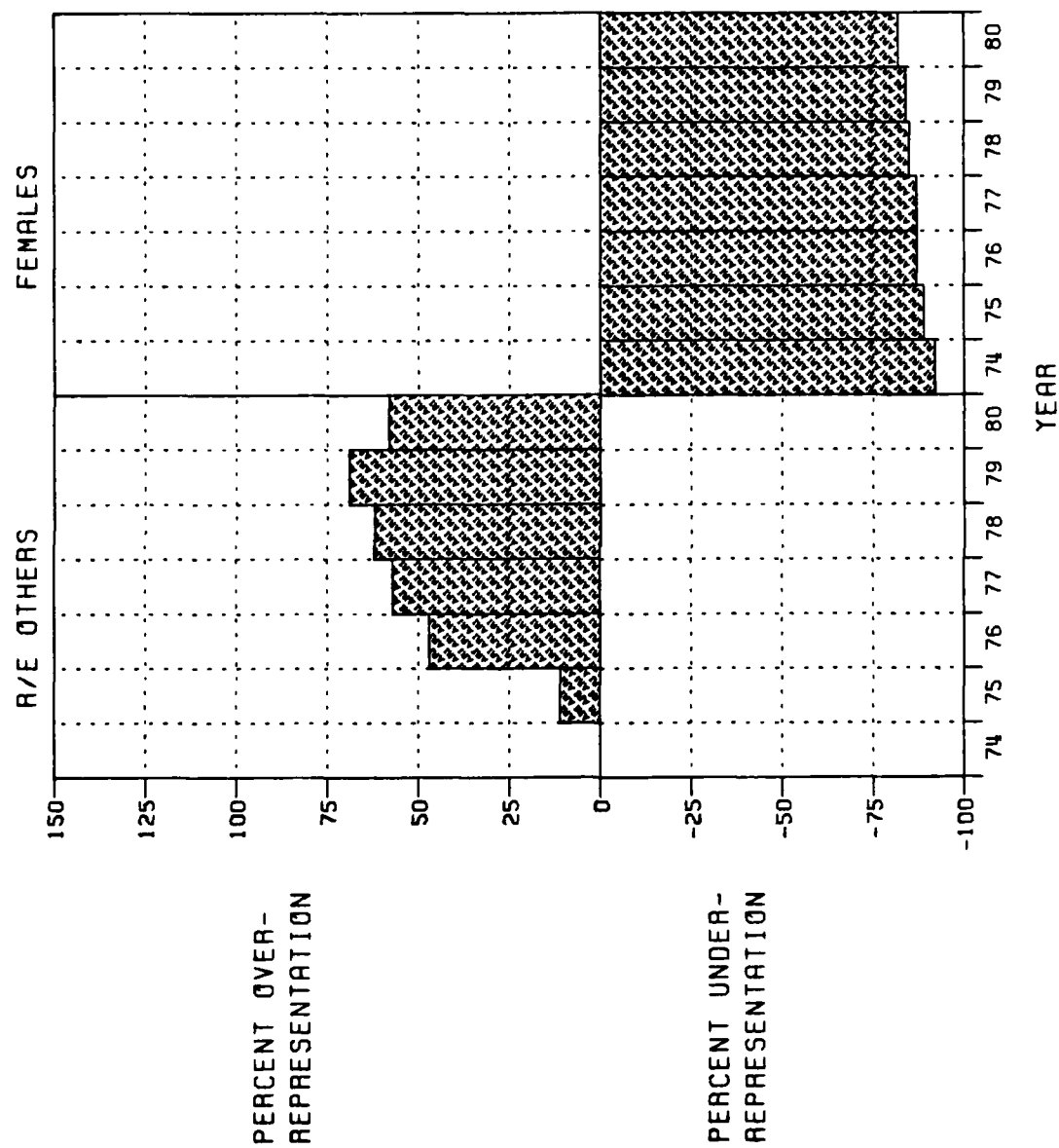


Figure 5. continued

Table 3

Ratios of number of officers to number of enlisted personnel
by demographic group by year.^a

Year	Group				
	Blacks	Hispanics	Others	Females	Whites
1962	.034				.125
1964	.034				.131
1966	.028				.106
1968	.035				.146
1970	.037				.167
1972	.036				.188
1973	.034				.192
1974	.033			.166	.203
1975	.033			.123	.185
1976	.031	.041	.081	.116	.178
1977	.033	.037	.094	.124	.192
1978	.032	.035	.078	.125	.204
1979	.031	.035	.087	.125	.217
1980	.032	.035	.084	.124	.218

^aData prior to 1974 are from DA PAM 600-43 and Whites are computed subtracting actual numbers of Blacks from the base population.

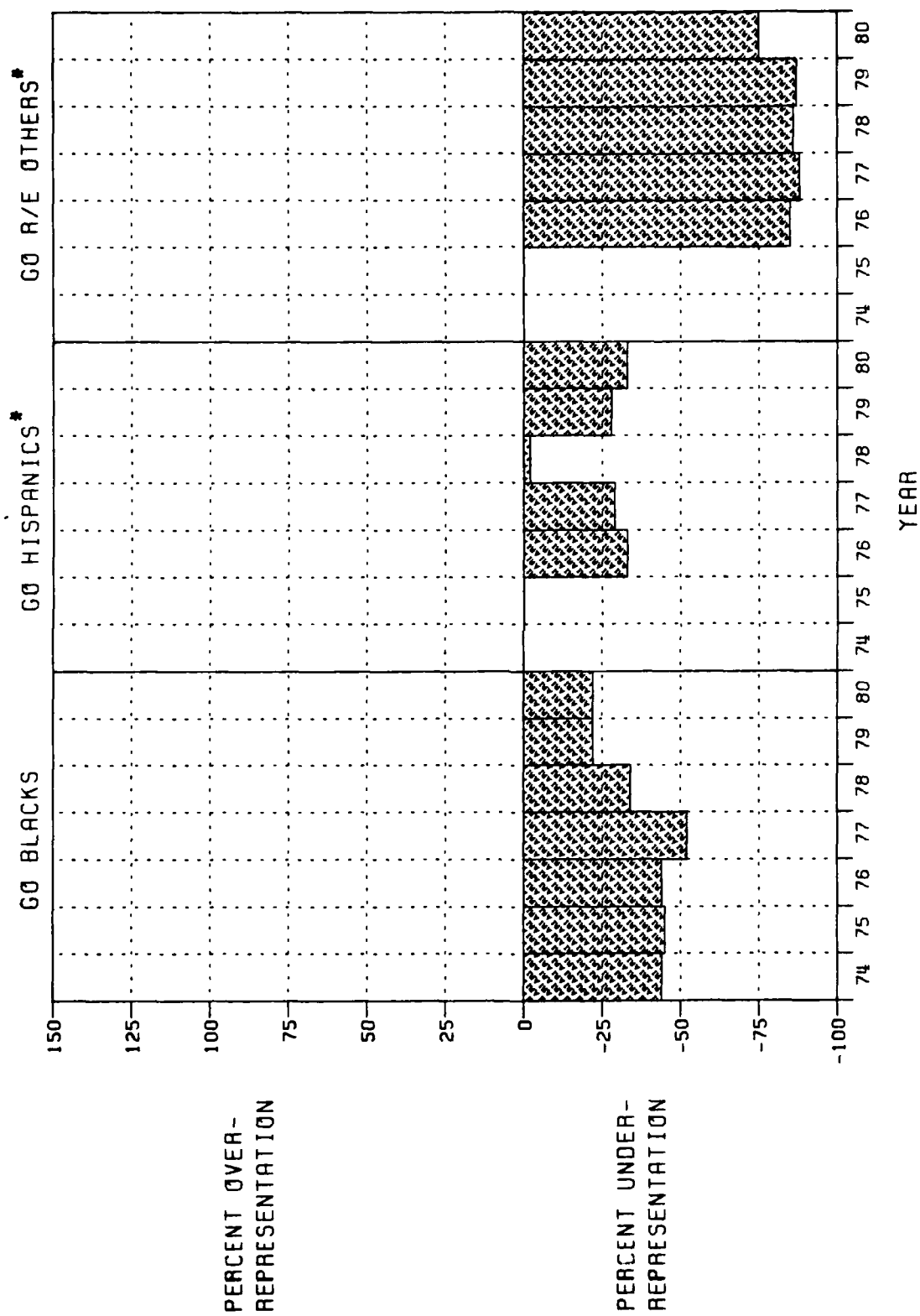


Figure 6. Difference indicators for officer grades.

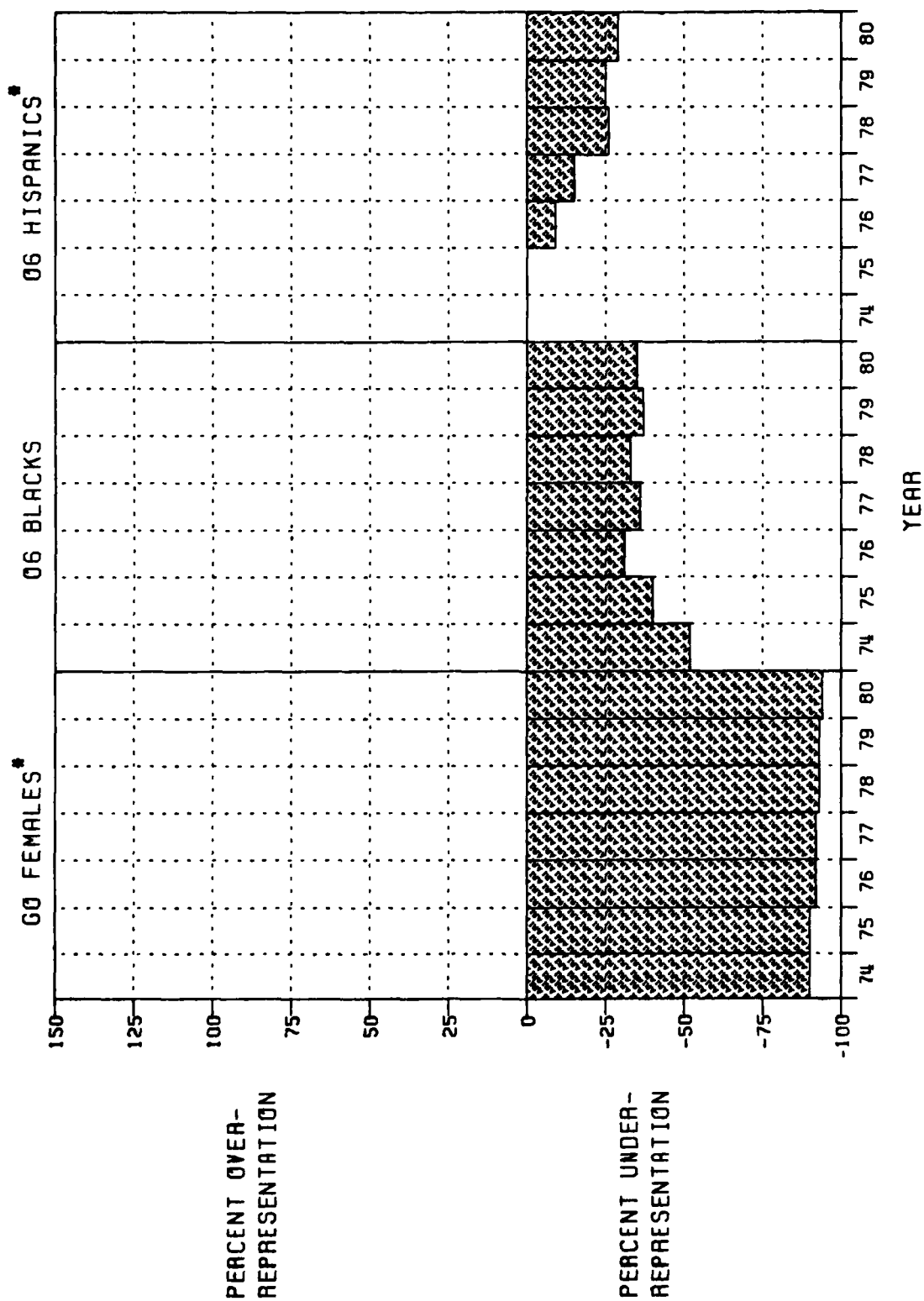


Figure 6. continued

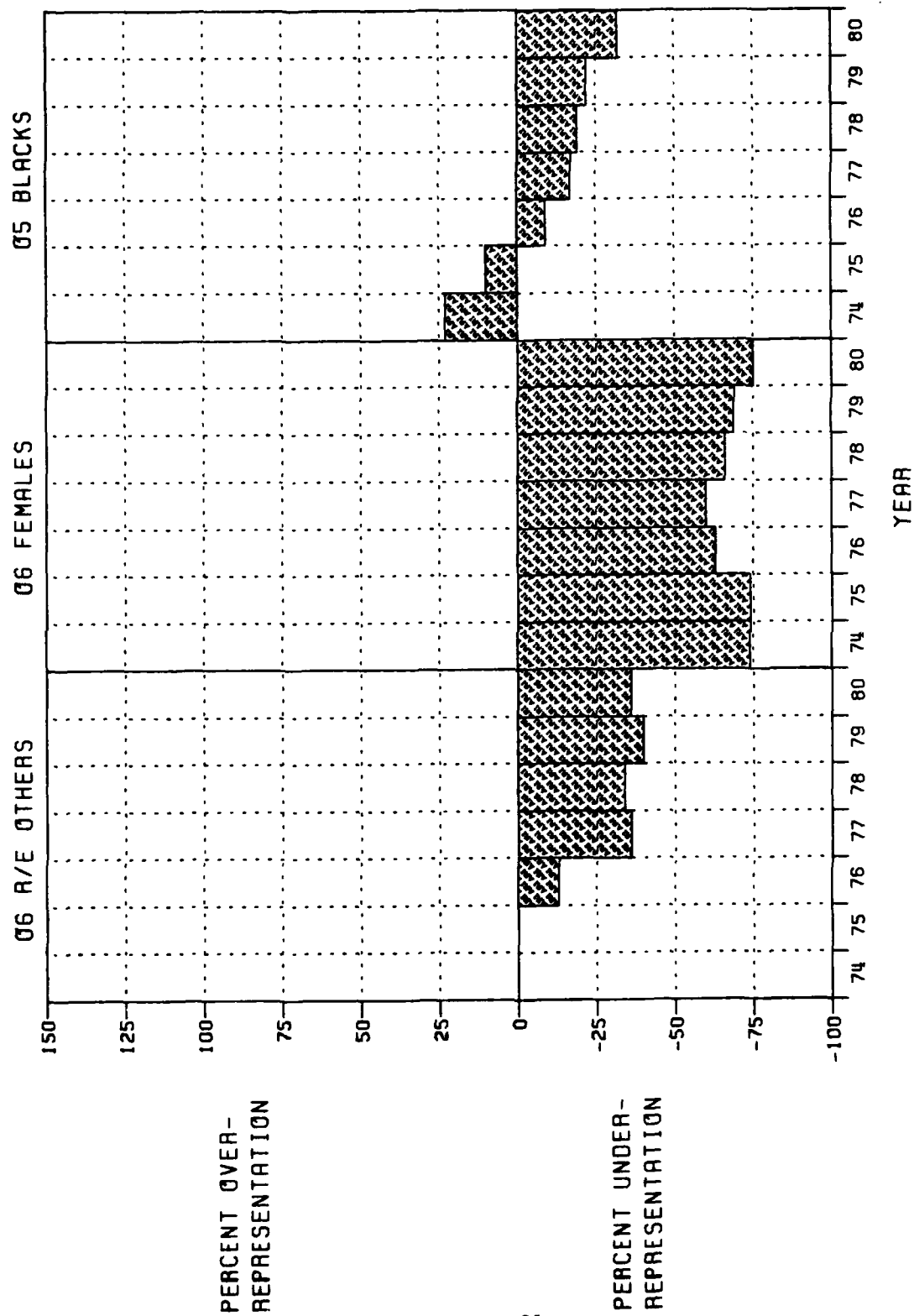


Figure 6. continued

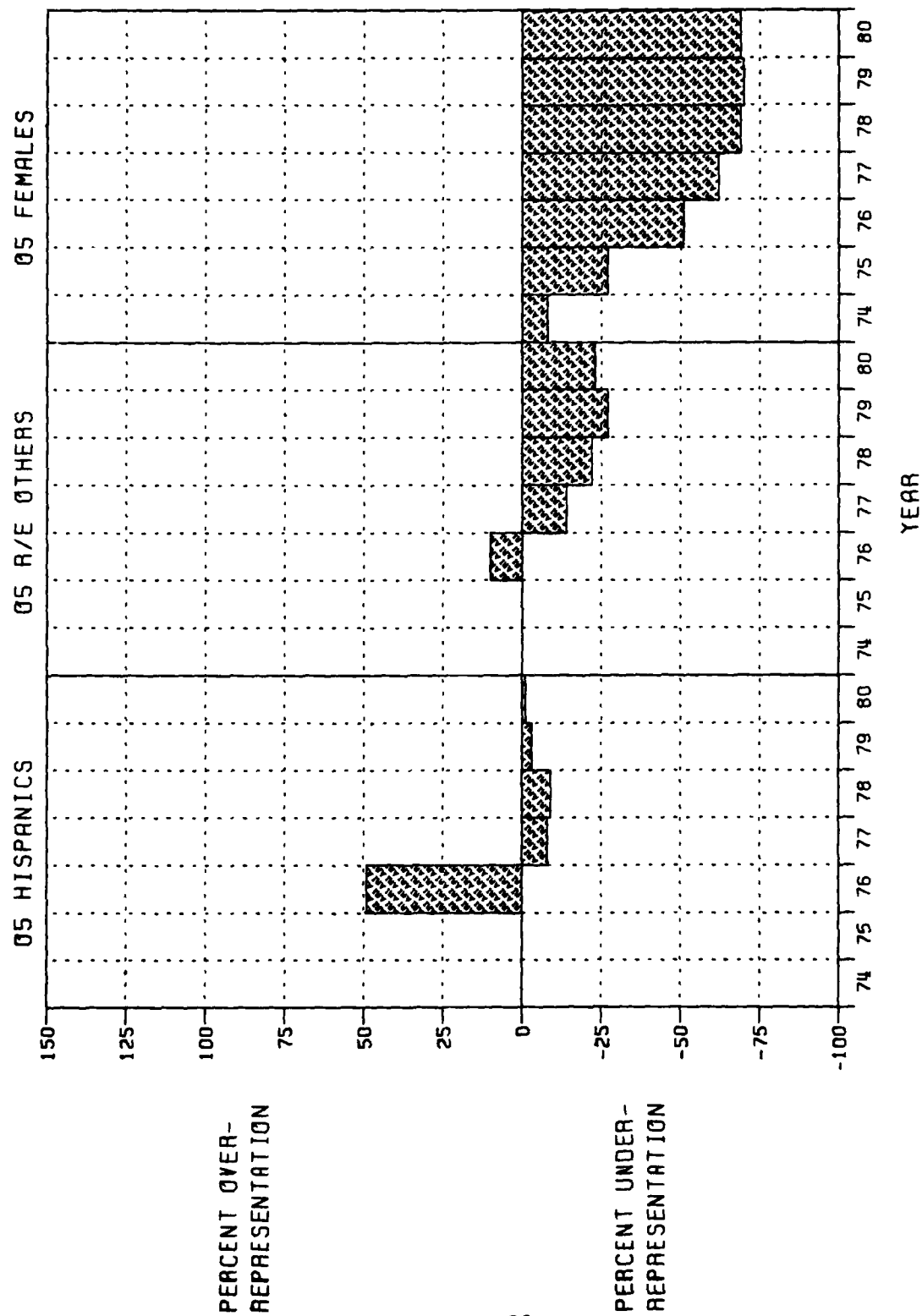


Figure 6. continued

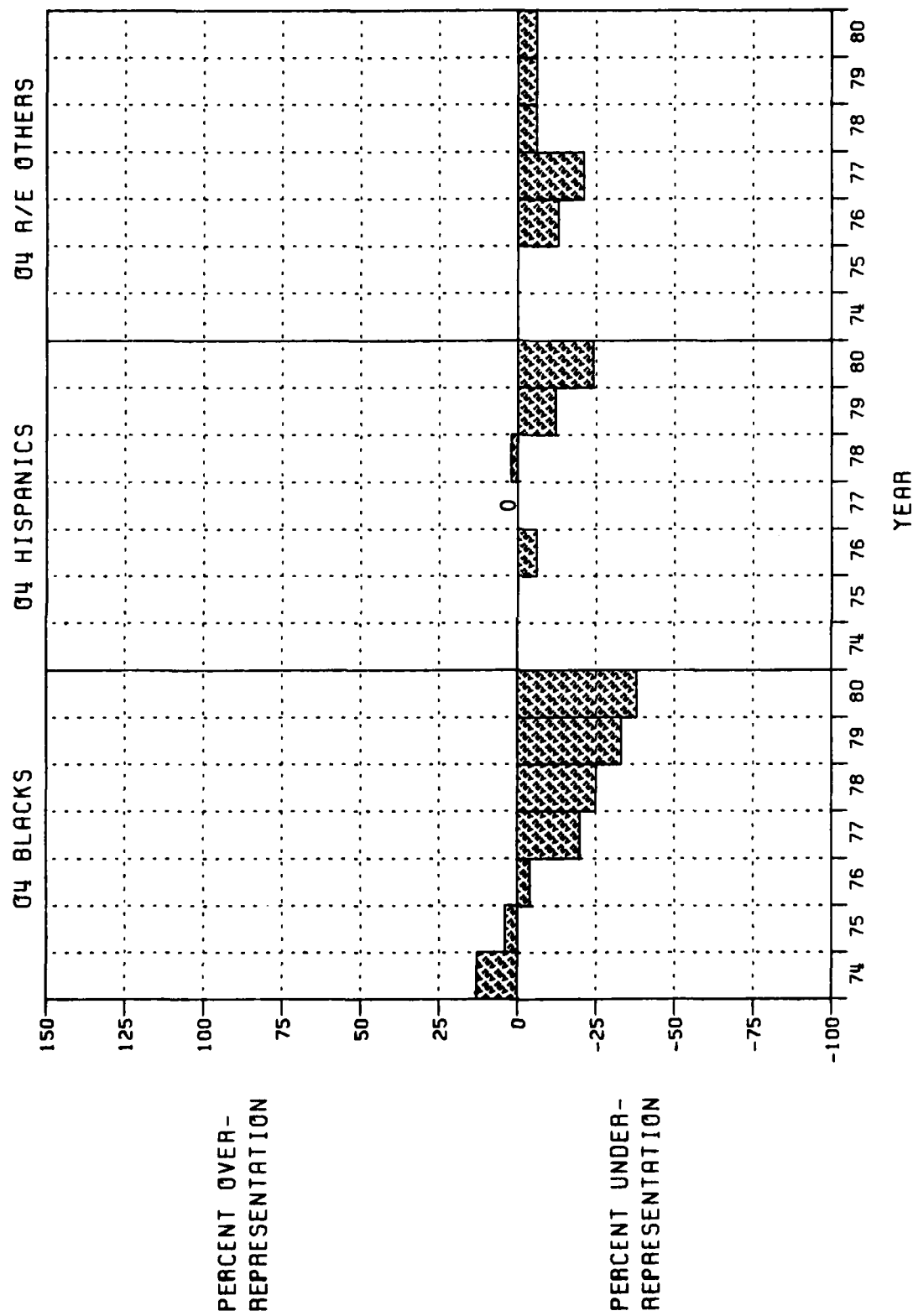


Figure 6. continued

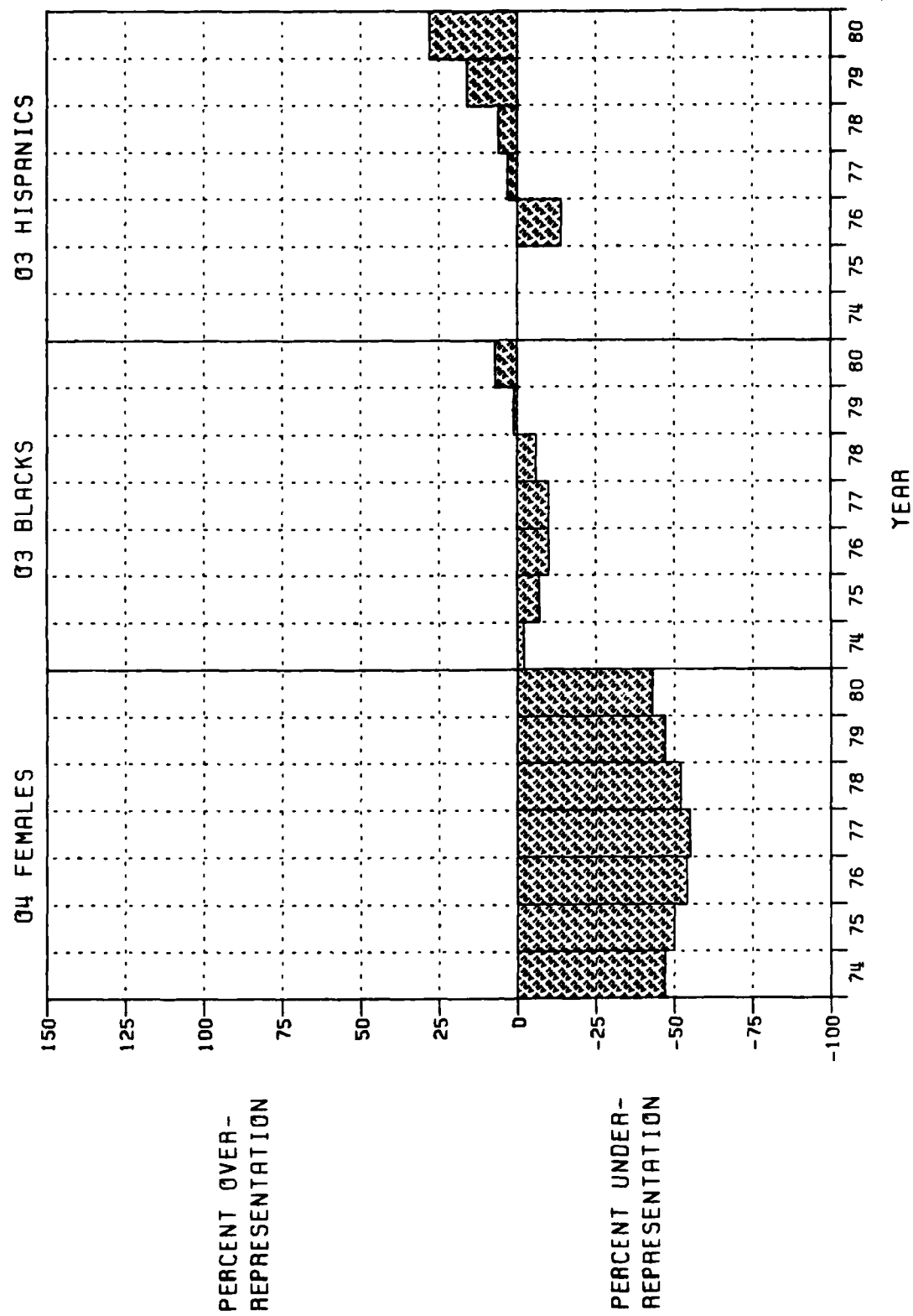


Figure 6. continued

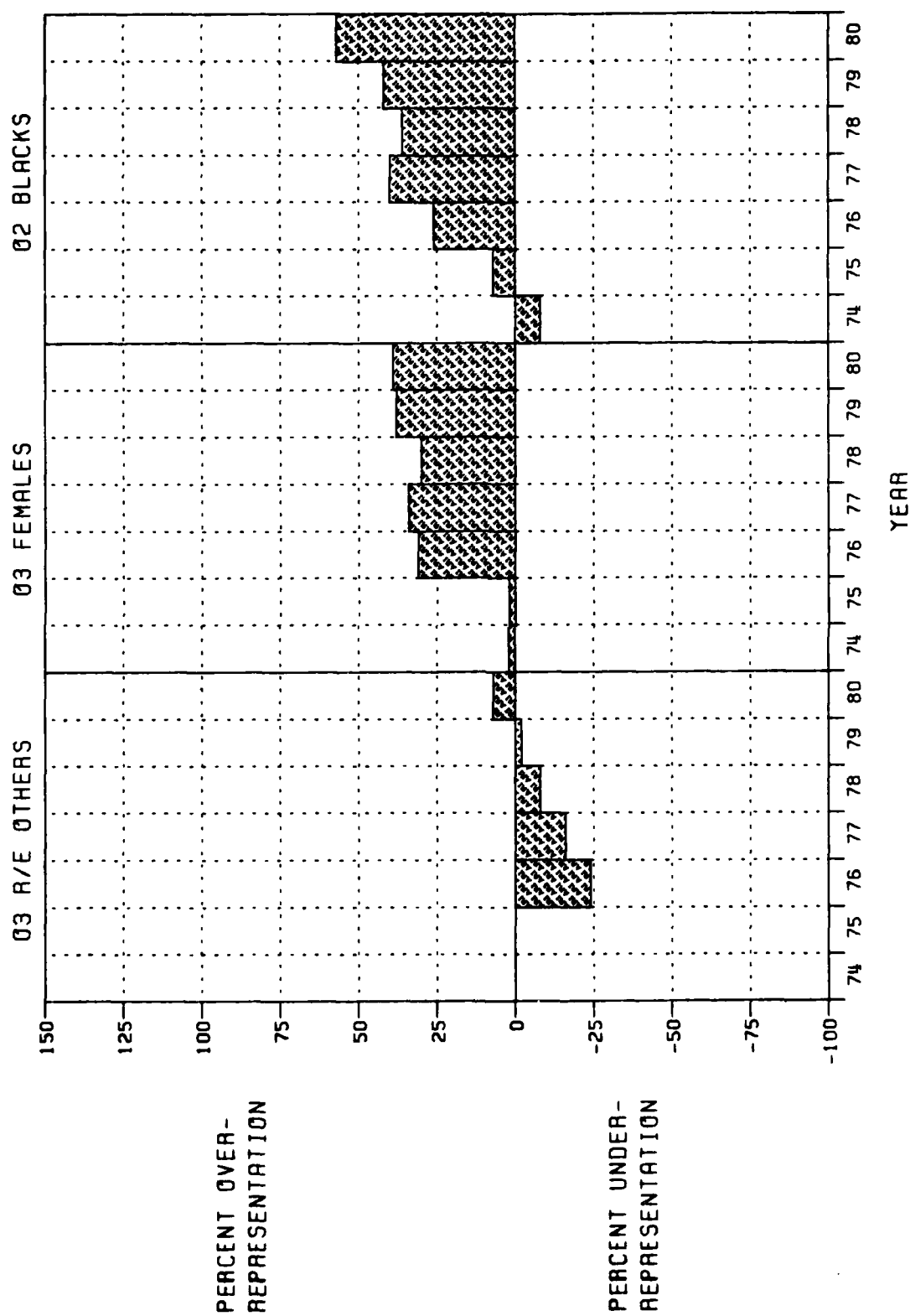


Figure 6. continued

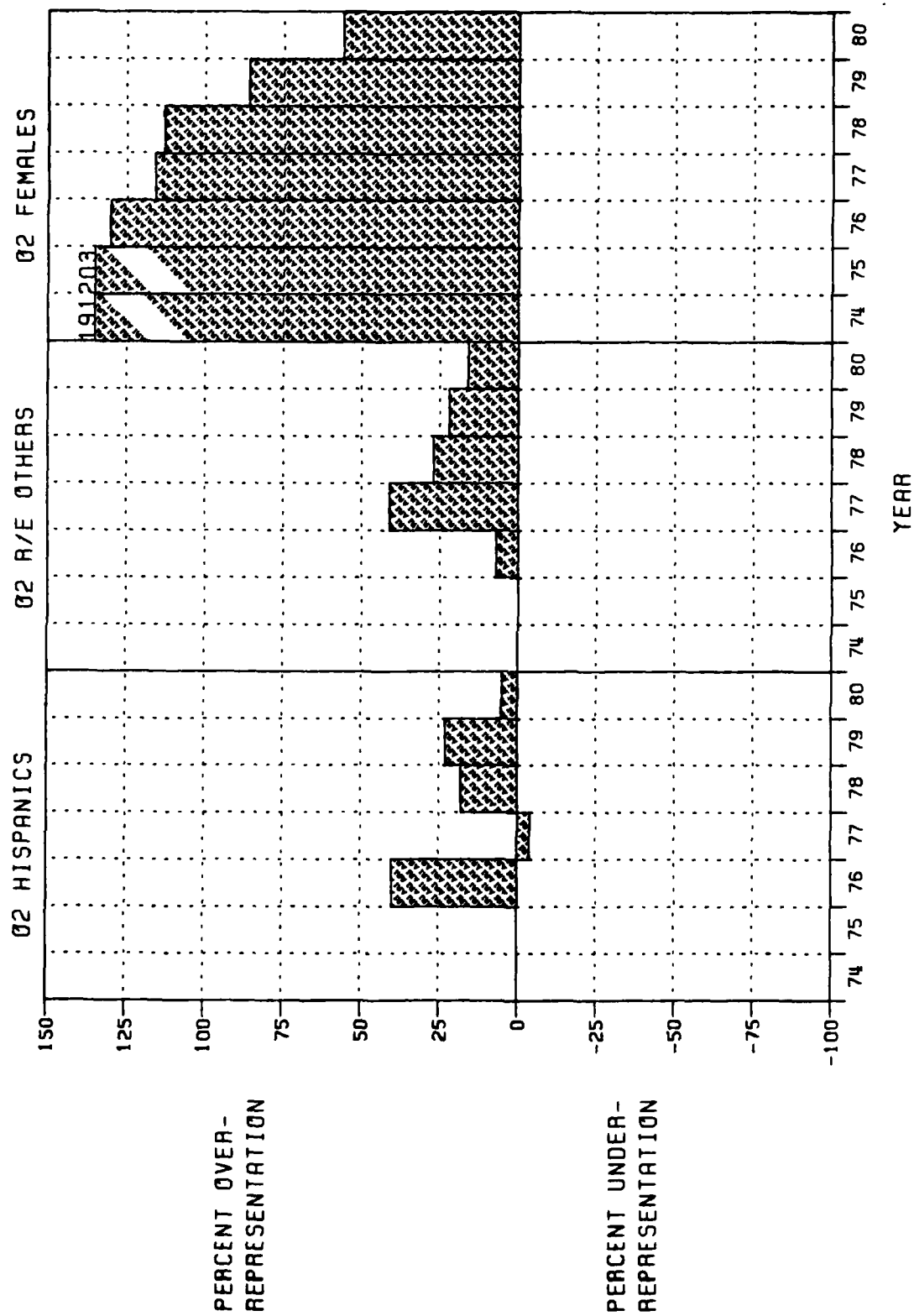


Figure 6. continued

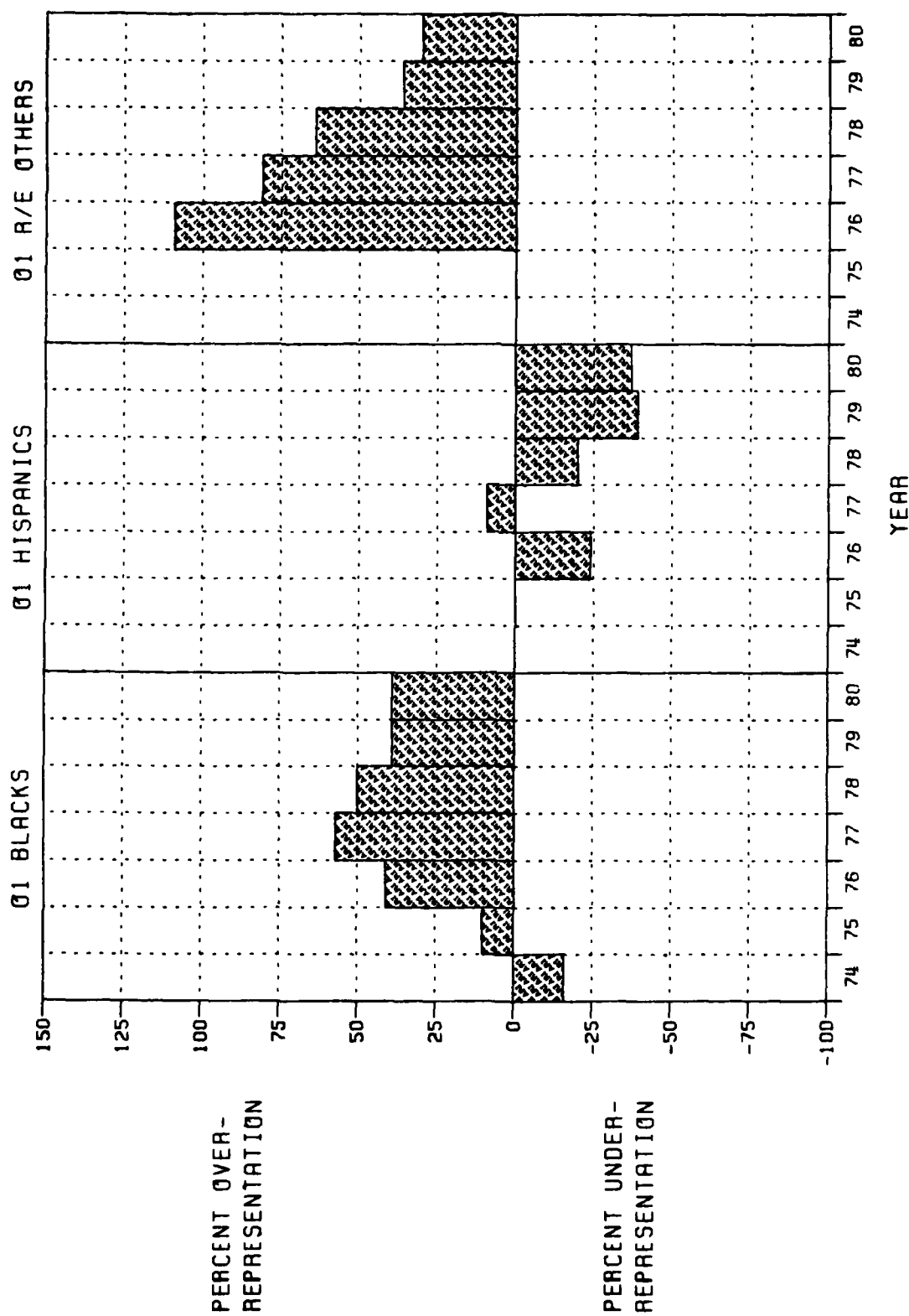
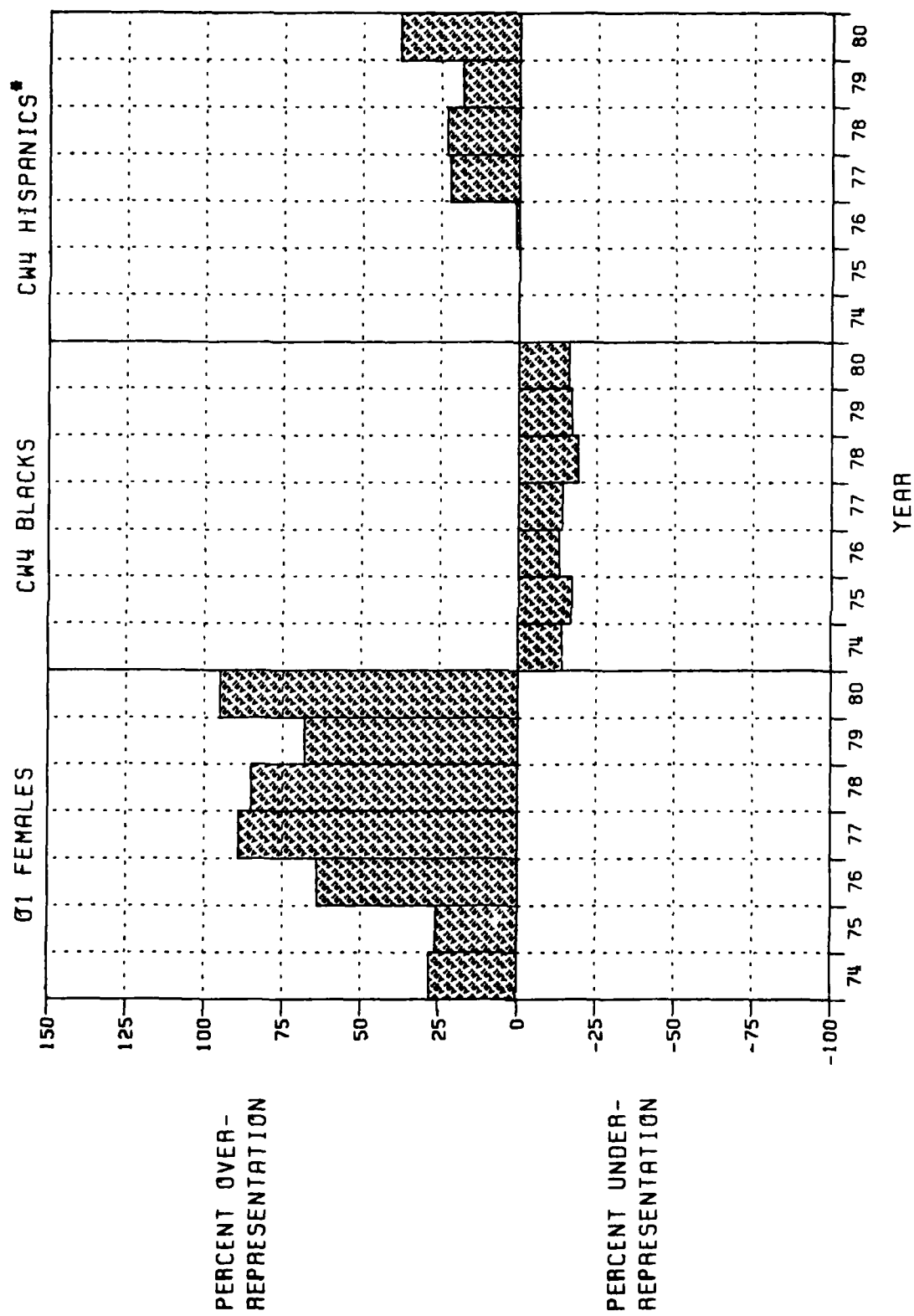


Figure 6. continued



* Expected numbers less than 50.

Figure 6. continued

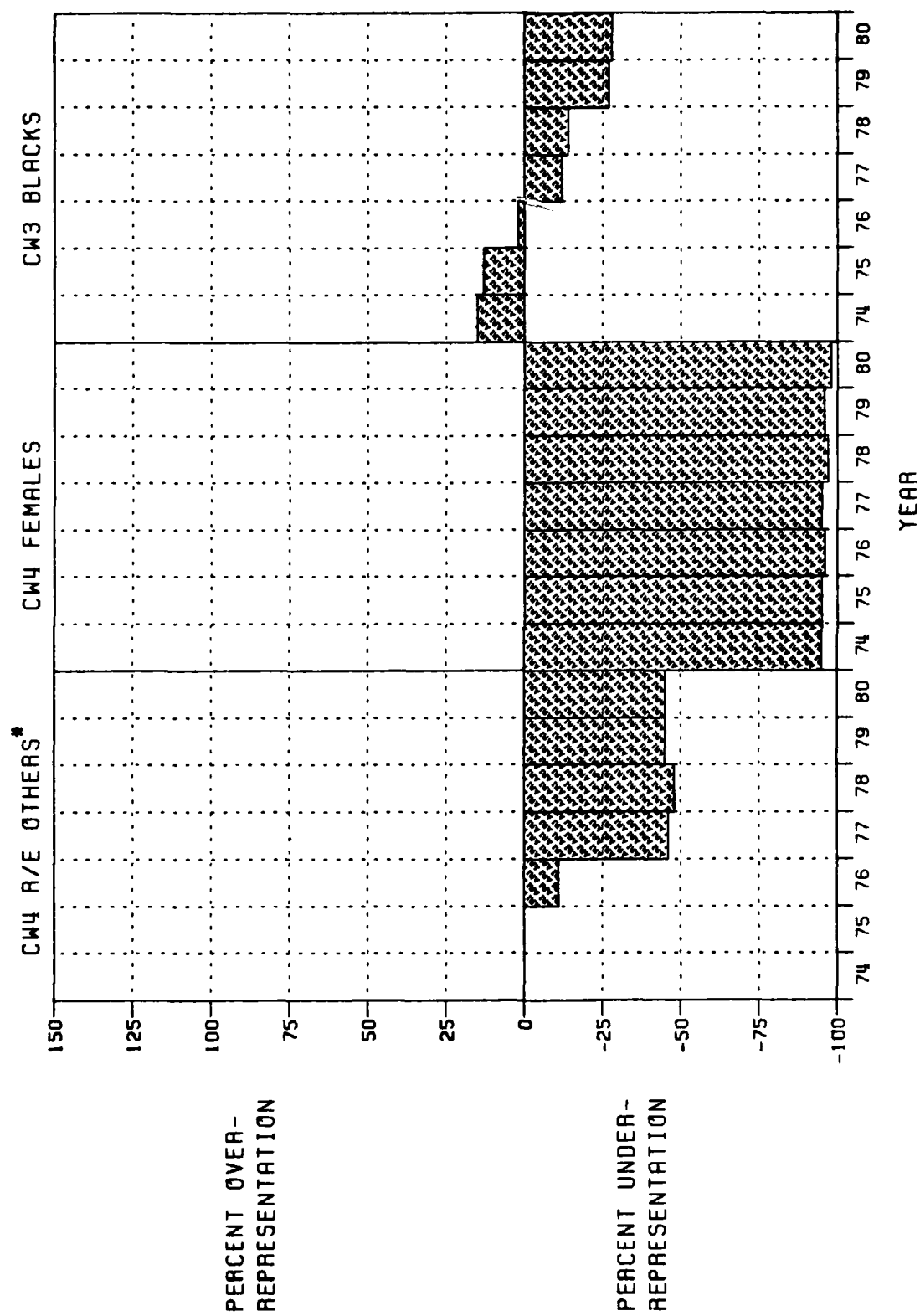
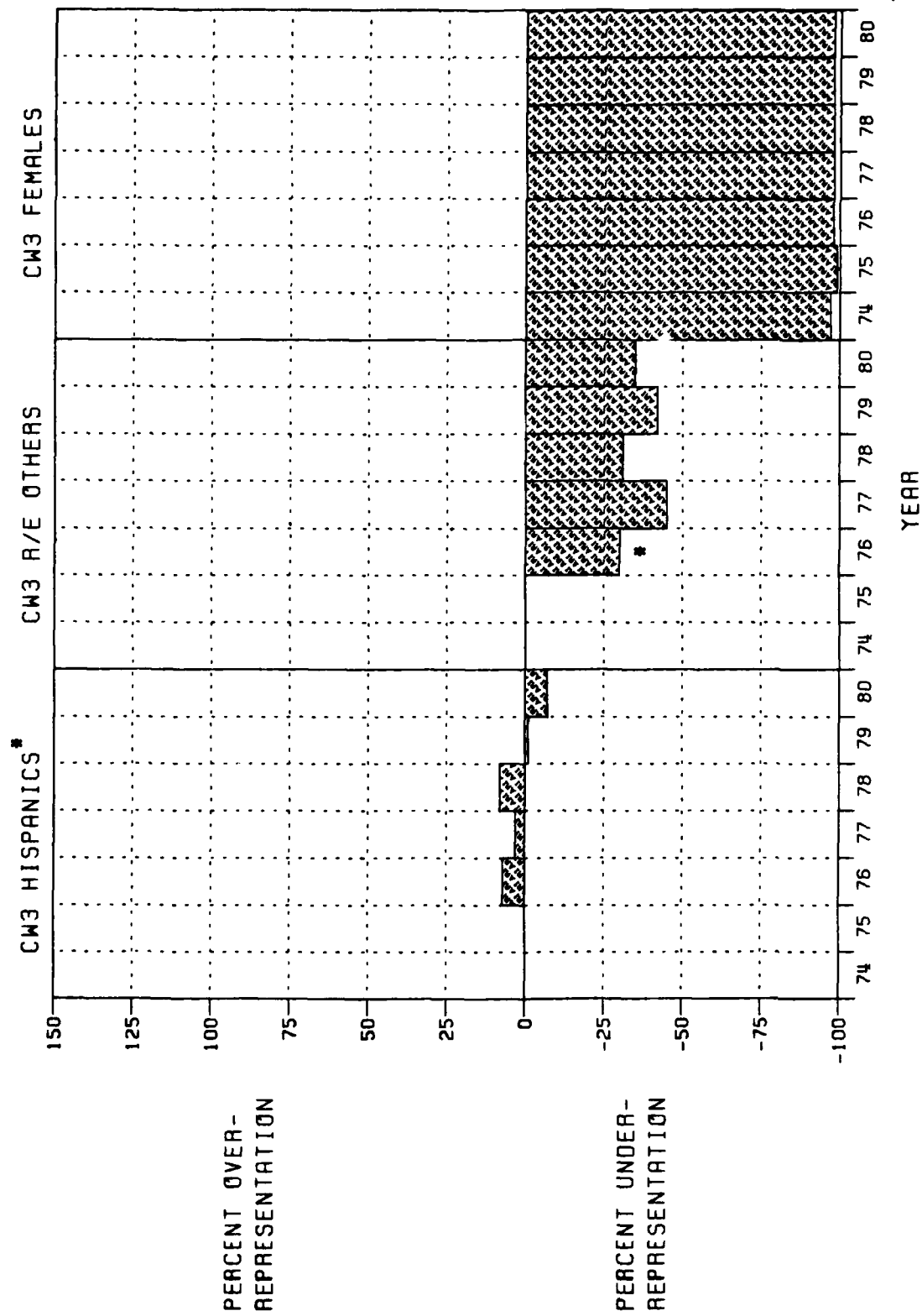
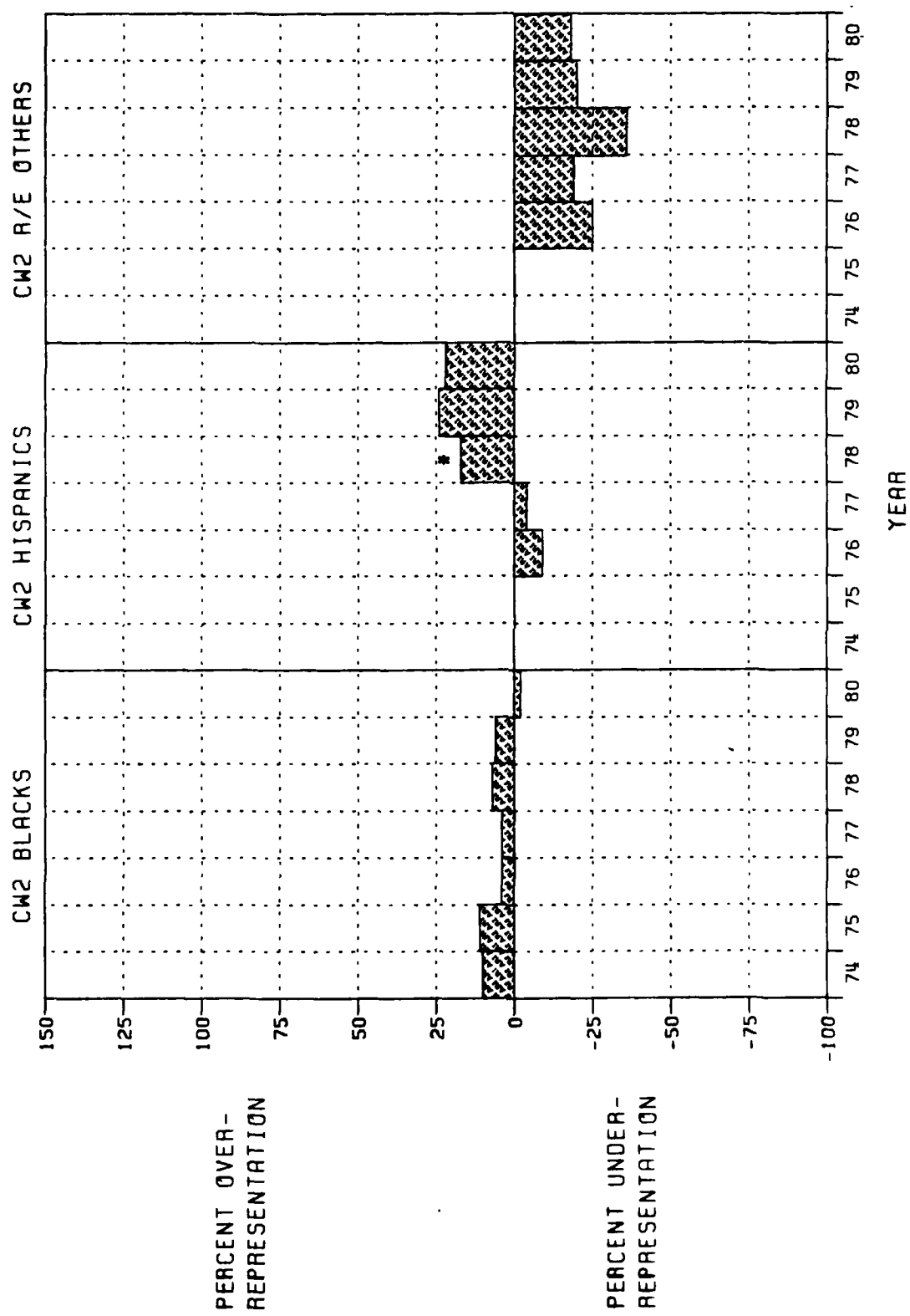


Figure 6. continued



* Expected numbers less than 50.

Figure 6. continued



* Expected number less than 50.

Figure 6. continued

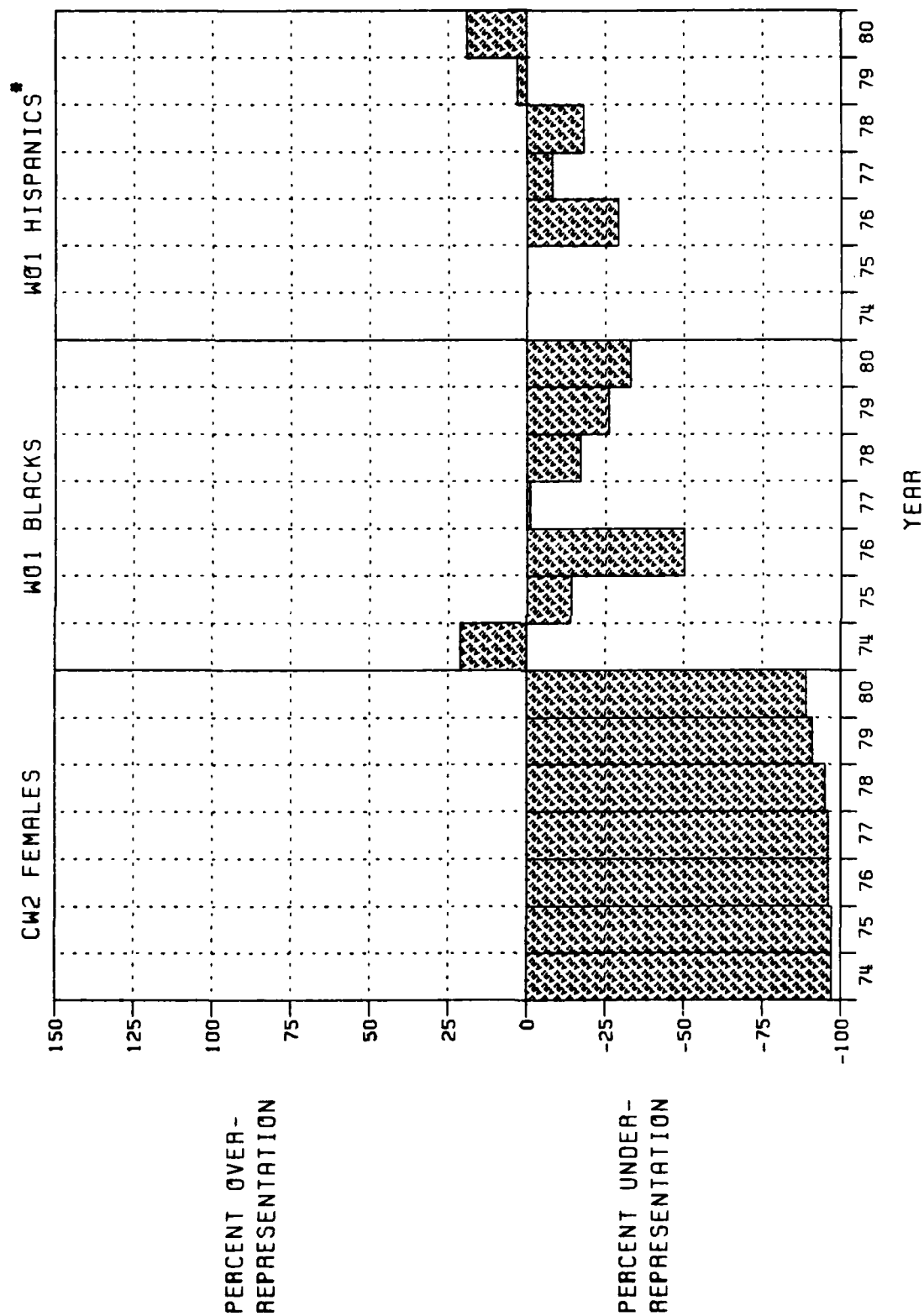


Figure 6. continued

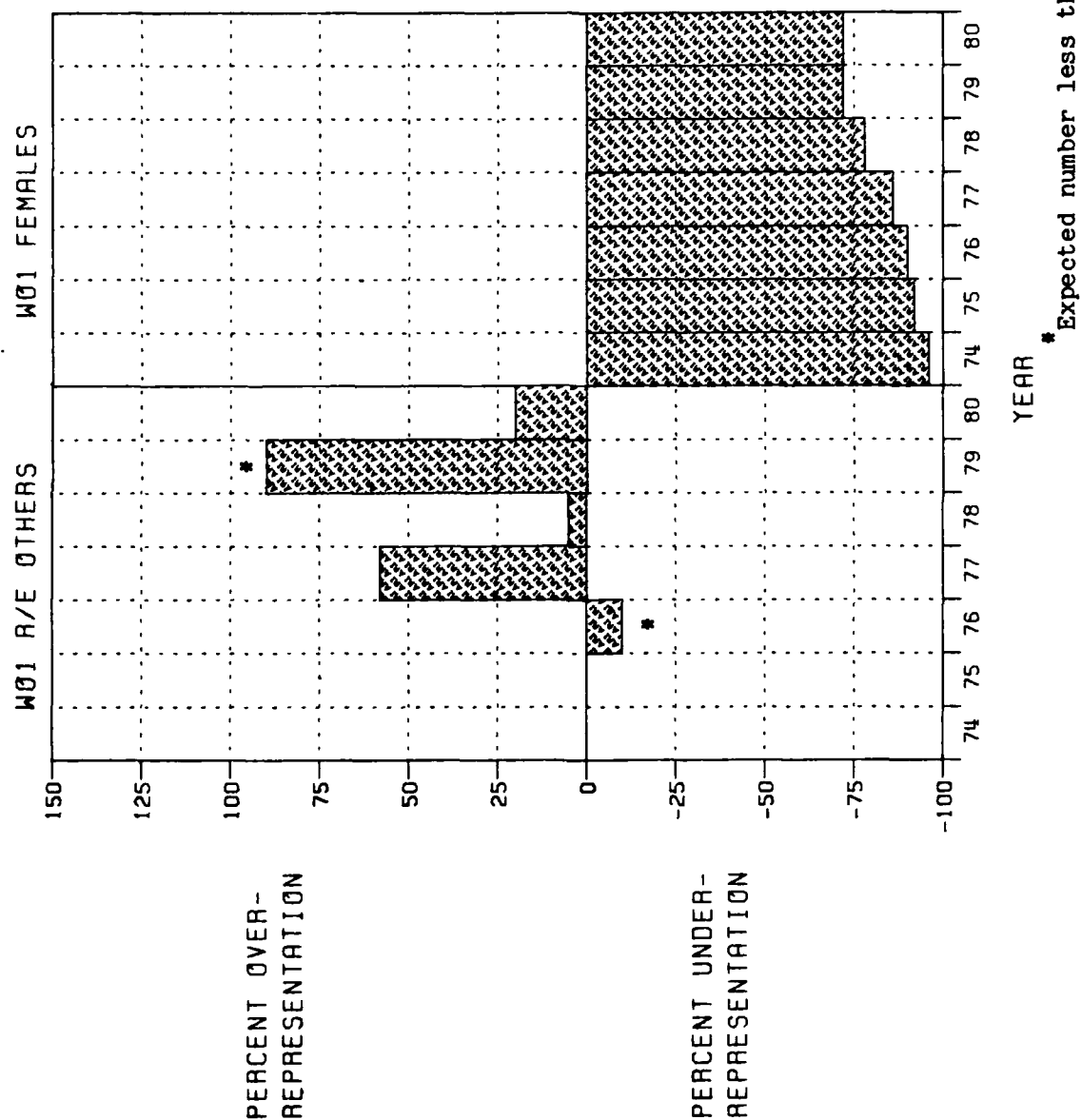


Figure 6. continued

Similarly in 1980 blacks and females are underrepresented at every warrant officer (WO1 through CW4) grade, while the pattern for Hispanics and R/E others is mixed but further complicated by small expected numbers.

There has been substantial improvement over the years in the representation of blacks at G0, O6, and O3 grades. Further, increased proportions, comparable to representation of blacks in the U.S. population, have recently occurred at the O2 and O1 grades. The trends for O6 and G0 grades are evident in the Nordlie et al. data. However, both representation and actual numbers of blacks at the O4 and O5 grades show trends in the opposite direction. Perhaps this finding can be, in part, understood as a consequence of the underrepresentation of blacks at all company grades from 1972 through 1974.

Trends for females show decreasing underrepresentation at O4, CW2, and WO1 grades and decreasing overrepresentation at grade O2. On the other hand, increasing underrepresentation is evident at O6; and increasing overrepresentation, at O3 and O1. For grades G0, CW4, and CW3, underrepresentation and essentially no change are present. The trend pattern at O5 grade is equivocal.

The data for O4 females can be used to illustrate an interesting characteristic of the D.I. statistic. Examination of data table B.4 (Appendix A, page A-12) indicates both a consistently increasing number of O4 females and a steadily rising actual proportion of O4 grade officers who are female. By contrast, the D.I. values in Figure 6 show first increasing and then, from 1978, decreasing underrepresentation. The explanation for the apparent inconsistency is the relative rate of increase in the actual proportion compared to the rate of increase of the expected proportion, that is, the total proportion of female officers. The former increased at a slower rate through 1977 and subsequently at a faster rate. It seems important to remind the reader at this point that the D.I. statistic is but one way of describing reality. To make a particular point, some other representation may be better. If one's purpose is to gain a comprehensive understanding of a phenomenon, data should be looked at in a variety of ways. In addition, a range of types of information should be sought.

Figure 7 shows D.I. values for all enlisted grades for the years data were obtained. The comparisons are with respect to total proportion of each group within enlisted grades. As with the officer D.I. values in this section, the comment applies concerning the nonindependence across grades for each of the groups. But in 1980 and for the majority of earlier years, each of the four groups is underrepresented in grades E9 through E6, with females most highly underrepresented. Blacks are overrepresented at E4 and E3; Hispanics at E4, E3, and E1; R/E others at E2 and E1; and females at E4 through E1. For groups at grades not mentioned, D.I. values are judged to be near zero. Data for grade E1 reflect trainees as of the data file date. In contrast to the decision in Nordlie et al., E1 data are presented here, in the interest of completeness.

Clear trends of D.I. values for blacks are evident for an increasing underrepresentation in E7, recent decreasing underrepresentation in E9 and E5, and increasing overrepresentation in E4. D.I. values for Hispanics and R/E others show increasing underrepresentation in E9 through E7 grades and a lack of clear trends for the remaining enlisted grades. Data for females show severe underrepresentation substantially without trends for grades E9 through E5.

PERCENT OVER-
REPRESENTATION

PERCENT UNDER-
REPRESENTATION

35

YEAR

Figure 7. Difference indicators for enlisted grades.

Figure 7. continued

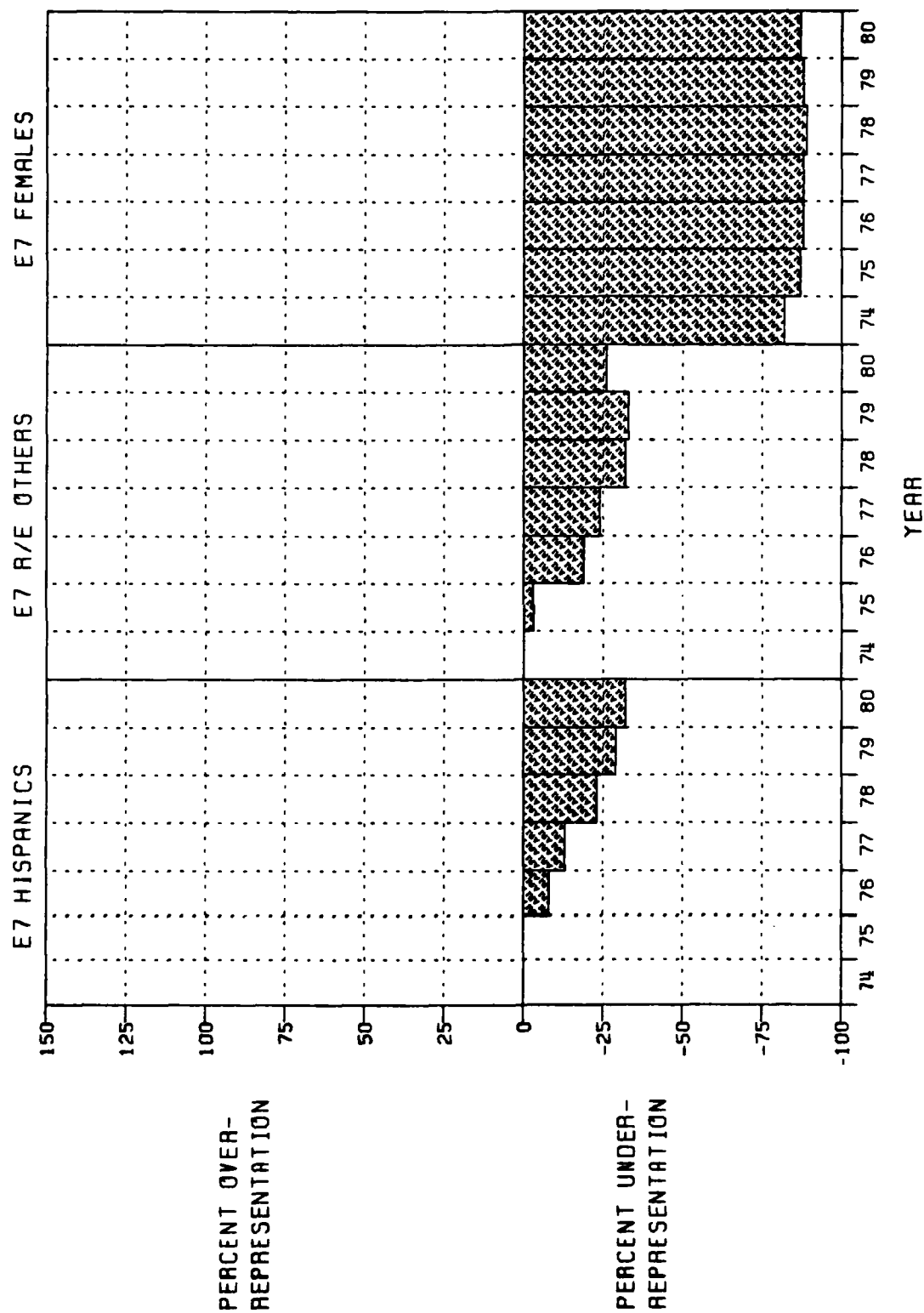


Figure 7. continued

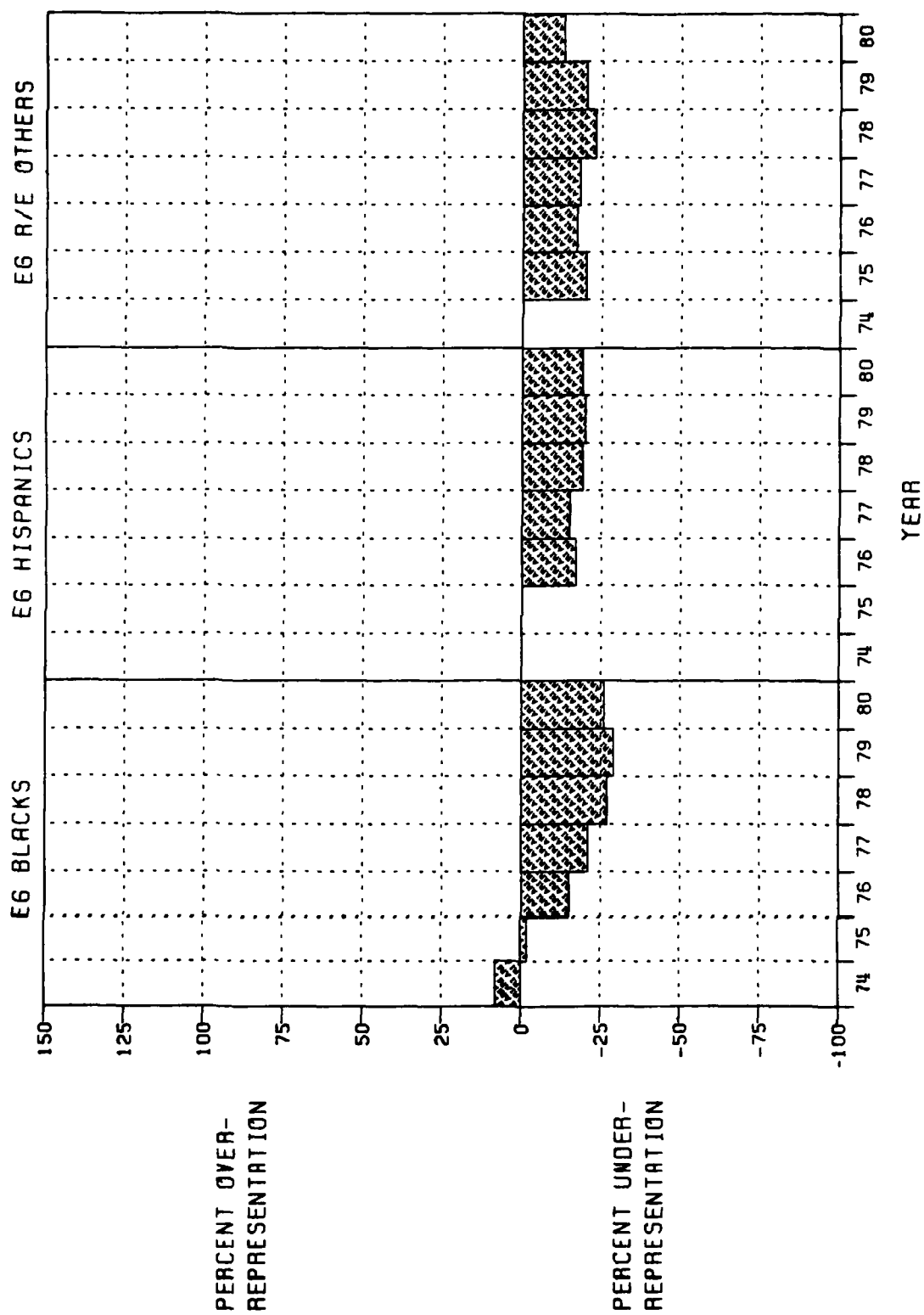


Figure 7. continued

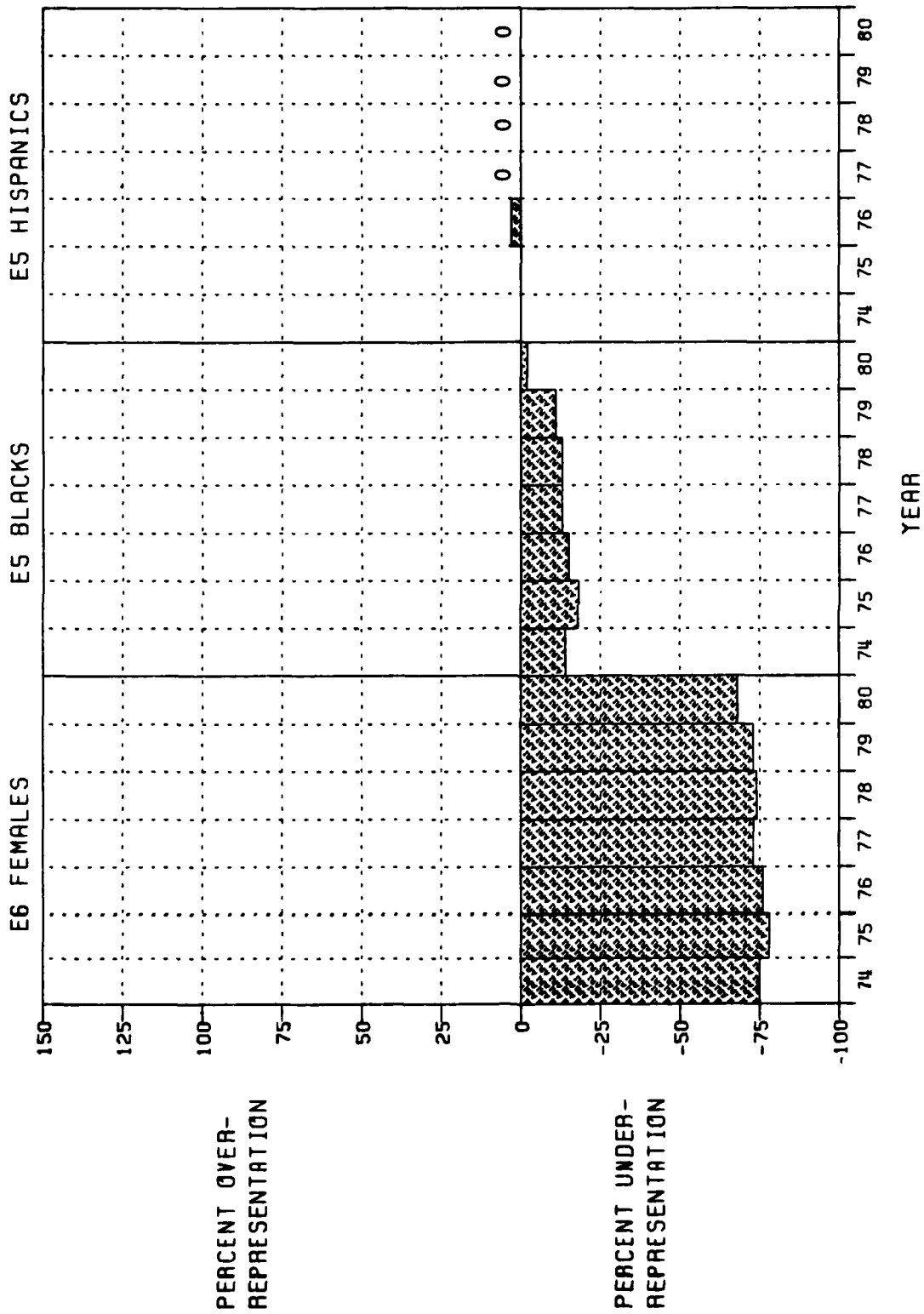


Figure 7. continued

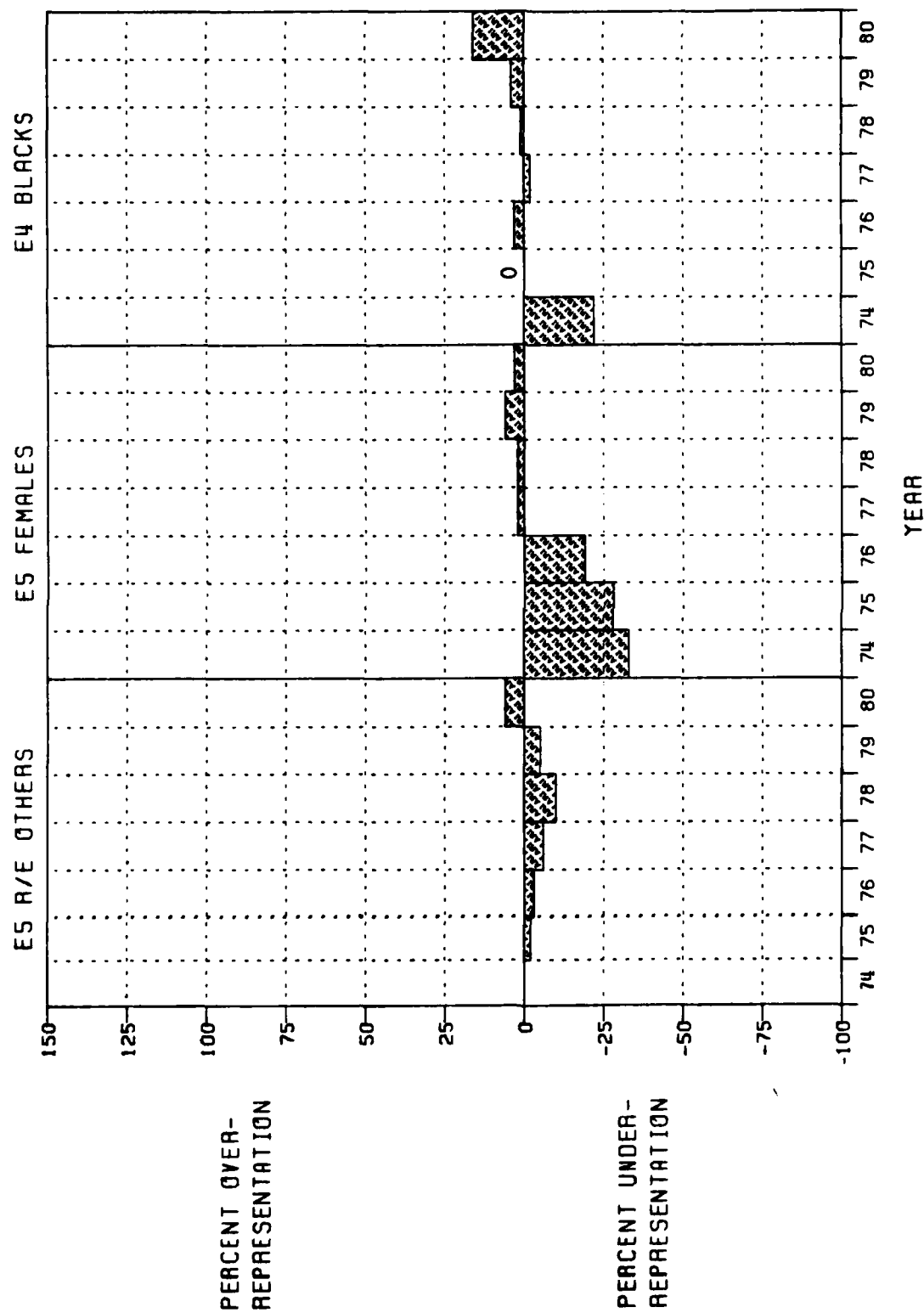


Figure 7. continued

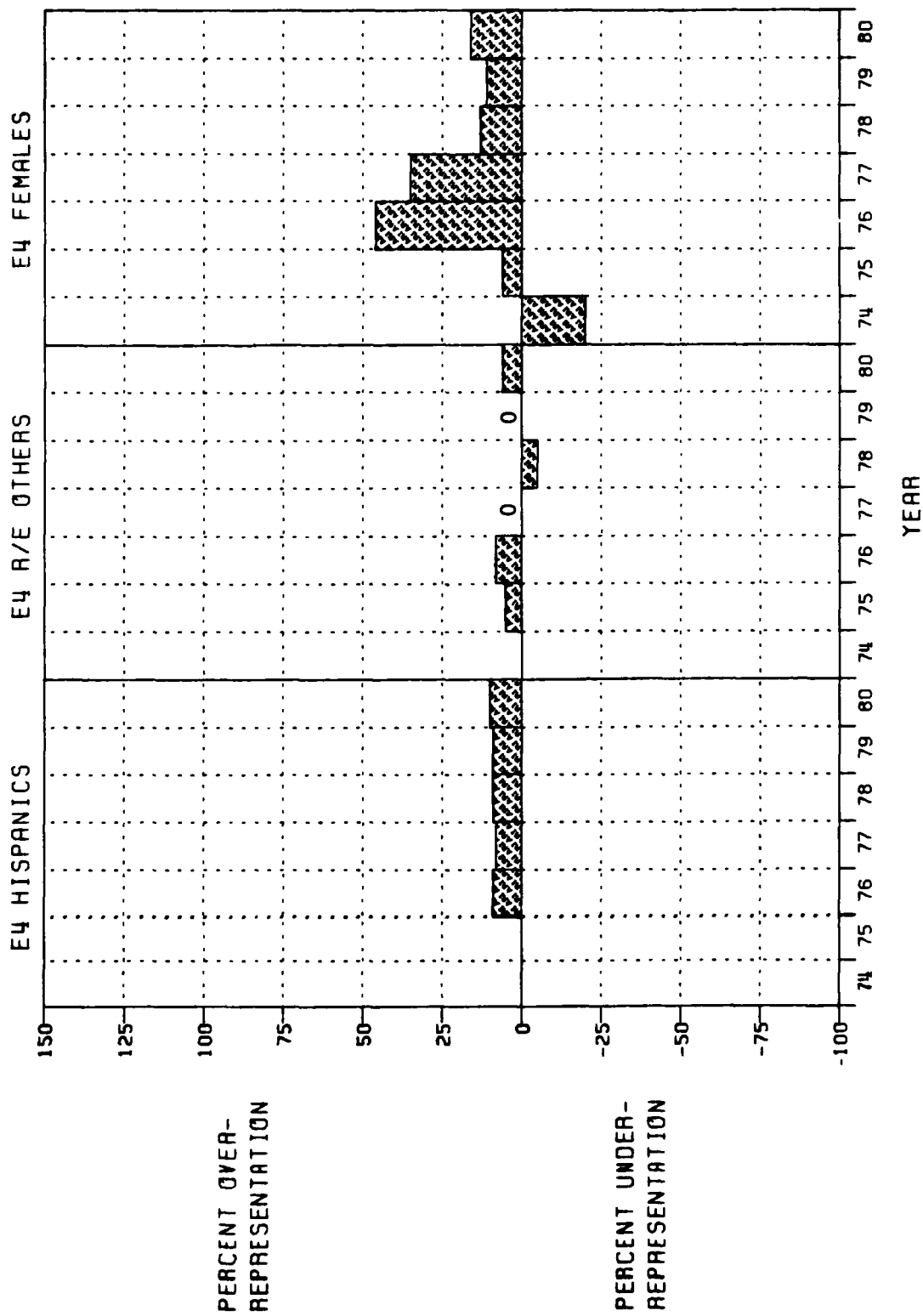


Figure 7. continued

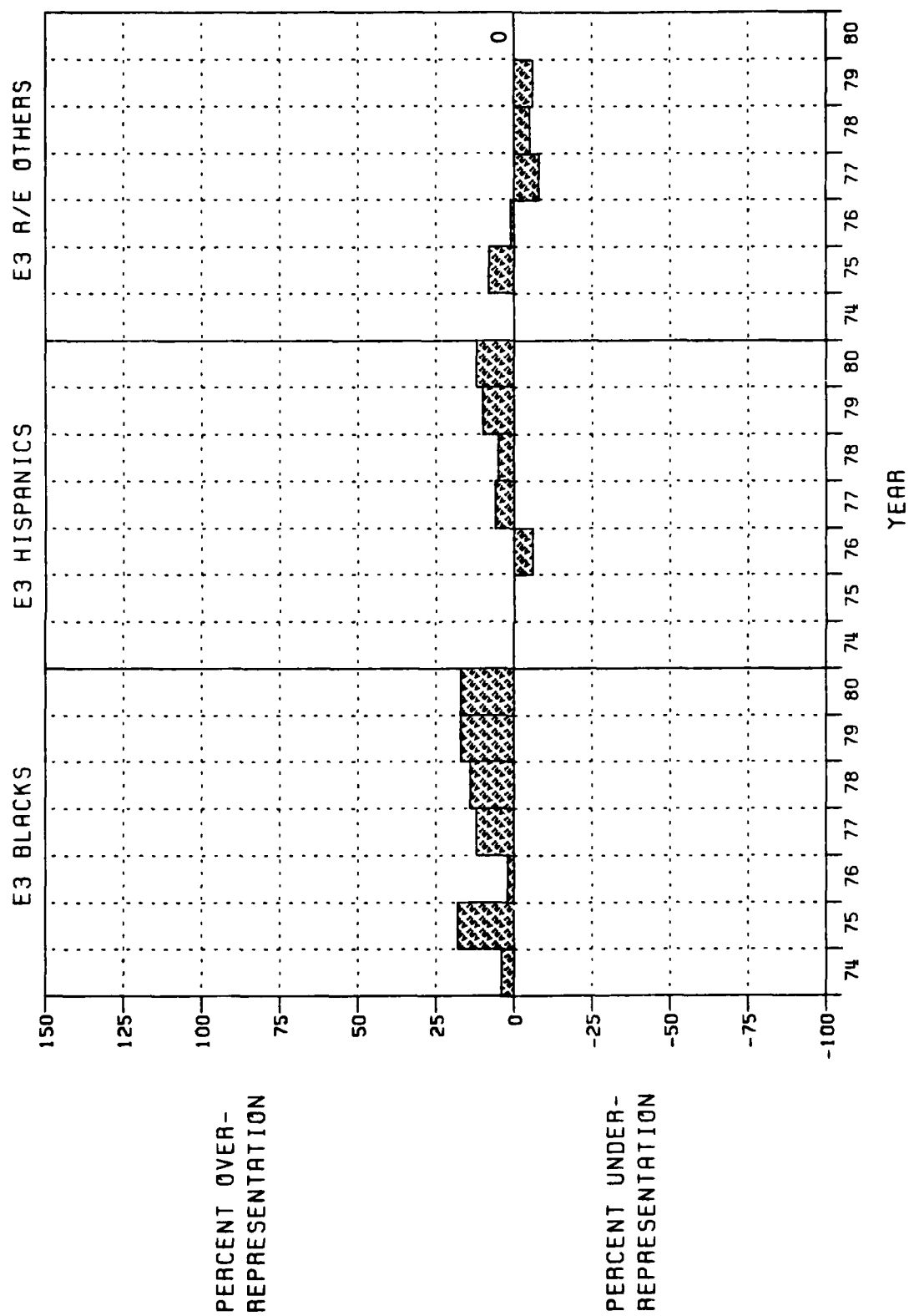


Figure 7. continued

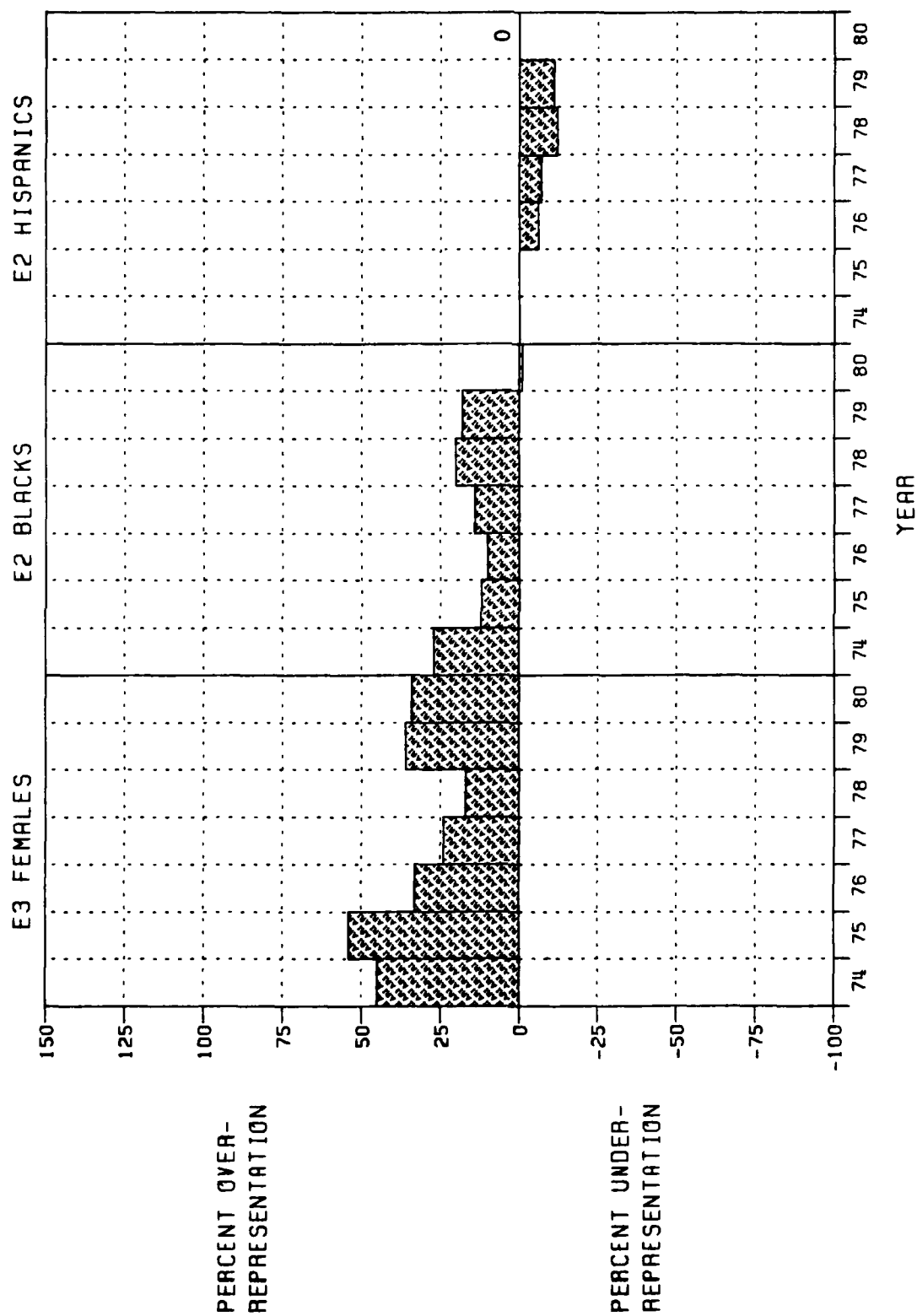


Figure 7. continued

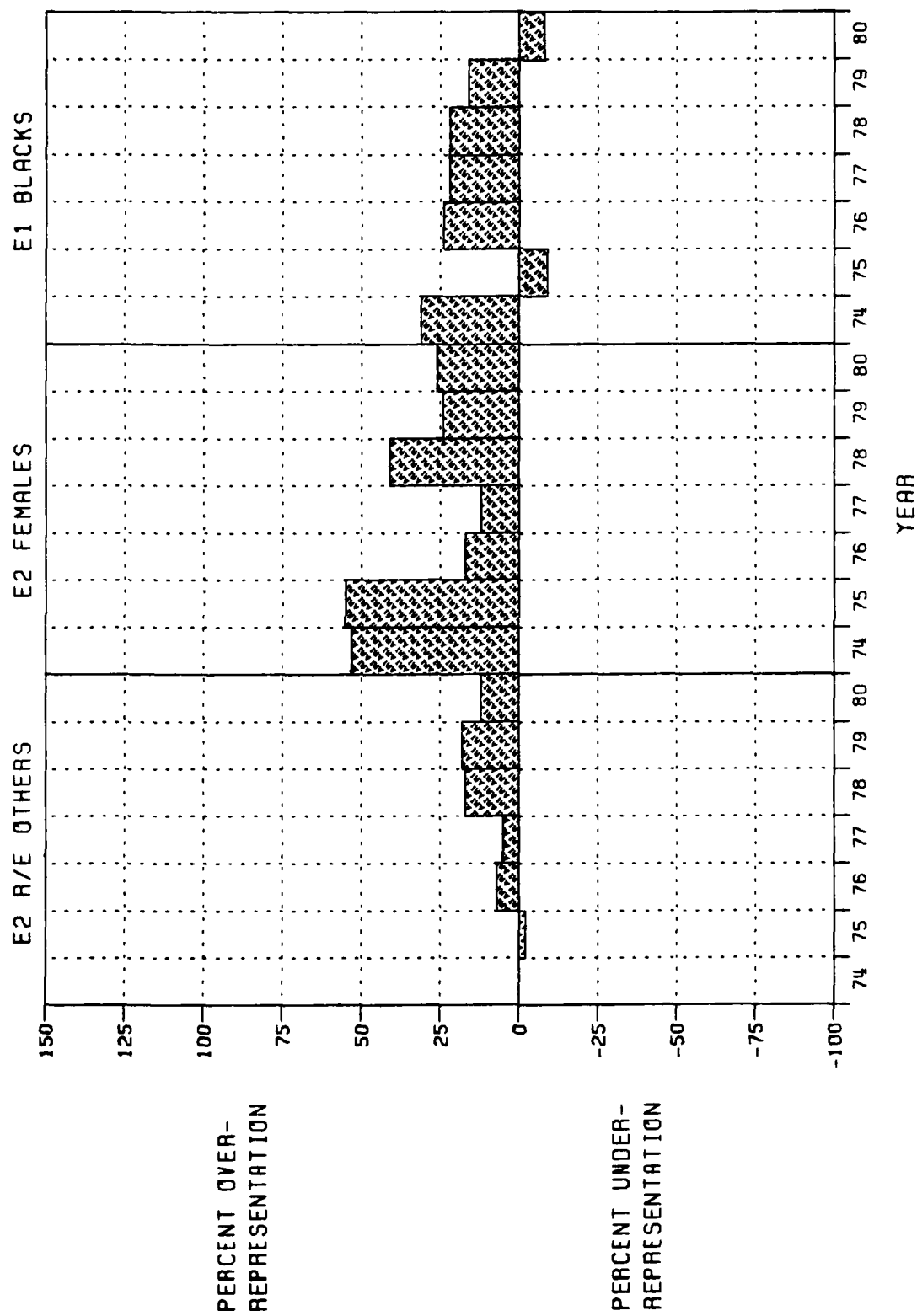


Figure 7. continued

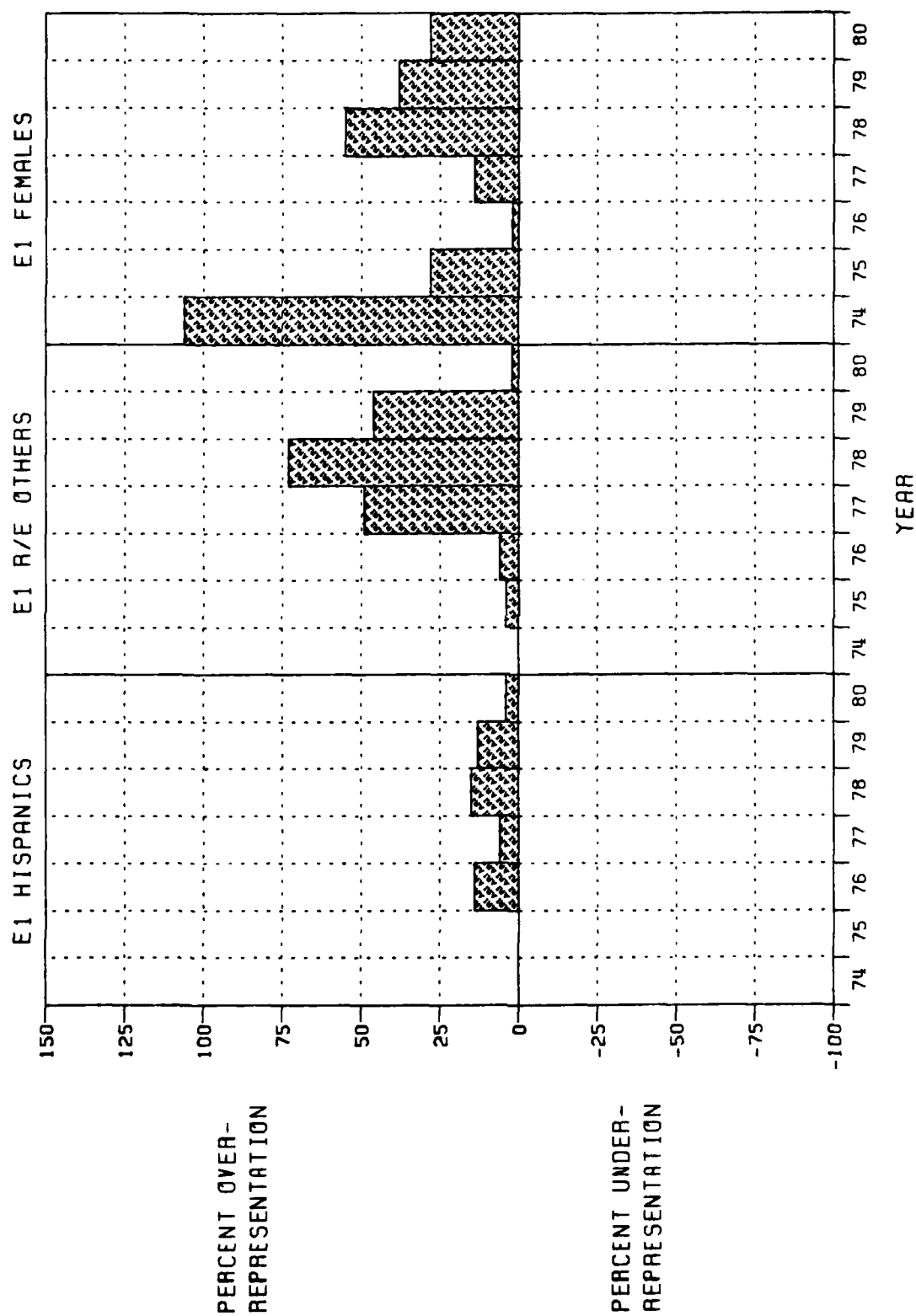


Figure 7. continued

Distribution of Personnel in Occupational Specialties

When personnel who are members of a particular group are not uniformly represented across functional areas of an organization, the situation represents to a greater or lesser extent the vertical pattern of institutional discrimination as defined above. Nordlie et al. found strong evidence of the phenomenon with respect to blacks. None of the four groups considered here is uniformly distributed across occupational categories, although the patterns are complex and generally dissimilar across groups. Again, when a group is overrepresented in some occupational area for a given year, it will concomitantly be underrepresented in other areas.

D.I. values for occupational categories for officers by groups by years are presented in Figure 8. The eight occupational categories for officers (Department of Defense, 1980) are comparable to those used by Nordlie et al.: General Officers and Executives; Tactical Operations Officers; Intelligence Officers; Engineering and Maintenance Officers; Scientists and Professionals; Medical Officers; Administrators; and Supply, Procurement, and Allied Officers. While missing occupational category data were less than 1% for 1974 and 1975, for later years it ranges from a low of 23% in 1976 to a high of 26% in 1980. The proportions of missing data are roughly equivalent across groups. For 1980 the proportions of missing occupational data for blacks, Hispanics, R/E others, females, and whites are .32, .28, .23, .22, and .26, respectively. Further, because data obtained for the DoD category of General Officers and Executives were extremely sparse (total for 1980, N=160), the category data were reconstructed for each year based upon grade data. Consequently the category includes only General Officers and is redundant with the GO grade data.

In 1980 all four groups were underrepresented among Tactical Operations Officers. In the case of females, it should be noted that many of the occupations in this category were not open to women at the time. Blacks are underrepresented among Intelligence Officers, Scientists and Professionals, and Medical Officers while overrepresented among Engineering and Maintenance Officers; Administrators; and Supply, Procurement, and Allied Officers. Although the D.I. values for specific occupational areas have changed, this same general pattern is evident for blacks in the Nordlie et al. data from 1966 through 1972, with the exception of Tactical Operations Officers, where blacks were overrepresented. In 1980 Hispanics are underrepresented among Scientists and Professionals and overrepresented among Medical Officers and Administrators. R/E others are underrepresented among Supply, Procurement, and Allied Officers and overrepresented among Medical Officers. In interpreting both the Hispanic and R/E others officer occupation patterns, caution is advised because of the small numbers of both expected and actual in several categories. Since 1976 females show a consistent pattern of underrepresentation among Engineering and Maintenance Officers; Scientists and Professionals; and Supply, Procurement, and Allied Officers but overrepresentation among Intelligence Officers, Medical Officers, and Administrators.

When trends over time are examined, findings point to increasing underrepresentation for blacks, Hispanics, and R/E others among Tactical Operations Officers, for blacks among Intelligence Officers, and for R/E others among Supply, Procurement, and Allied Officers. Decreasing underrepresentation is indicated for females among Engineering and Maintenance Officers, for blacks and females among Scientists and Professionals, and for blacks among Medical

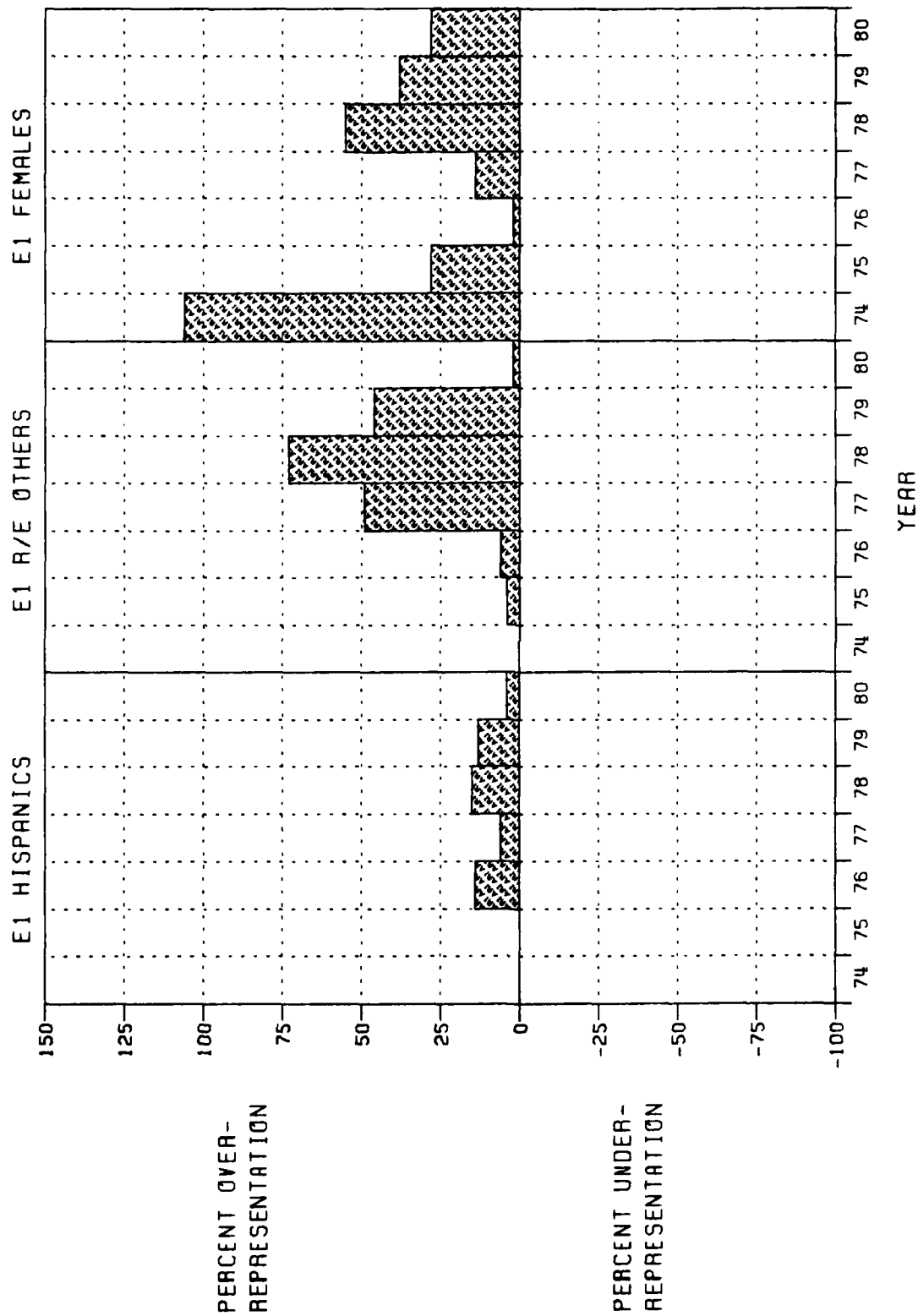


Figure 7. continued

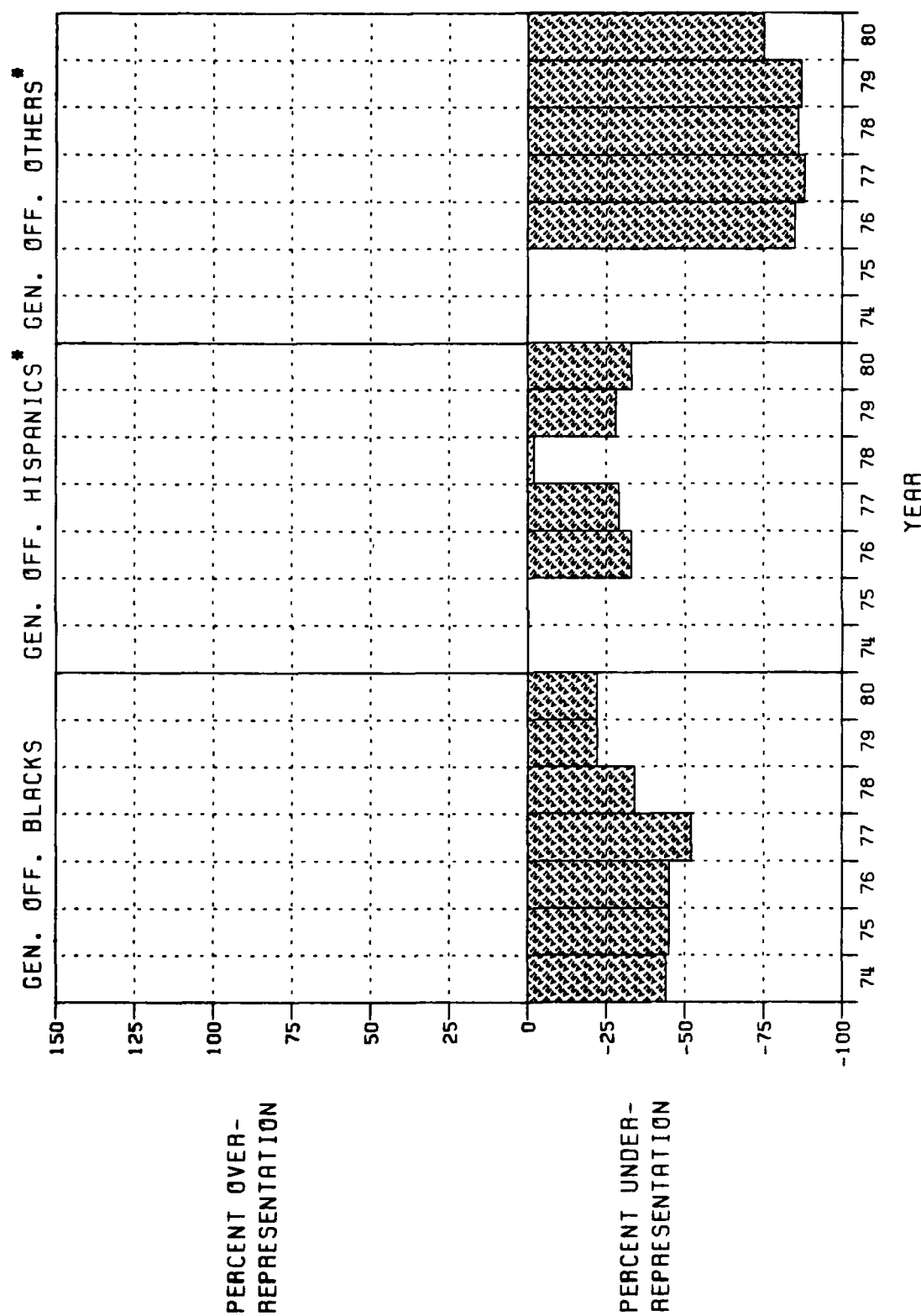
Distribution of Personnel in Occupational Specialties

When personnel who are members of a particular group are not uniformly represented across functional areas of an organization, the situation represents to a greater or lesser extent the vertical pattern of institutional discrimination as defined above. Nordlie et al. found strong evidence of the phenomenon with respect to blacks. None of the four groups considered here is uniformly distributed across occupational categories, although the patterns are complex and generally dissimilar across groups. Again, when a group is overrepresented in some occupational area for a given year, it will concomitantly be underrepresented in other areas.

D.I. values for occupational categories for officers by groups by years are presented in Figure 8. The eight occupational categories for officers (Department of Defense, 1980) are comparable to those used by Nordlie et al.: General Officers and Executives; Tactical Operations Officers; Intelligence Officers; Engineering and Maintenance Officers; Scientists and Professionals; Medical Officers; Administrators; and Supply, Procurement, and Allied Officers. While missing occupational category data were less than 1% for 1974 and 1975, for later years it ranges from a low of 23% in 1976 to a high of 26% in 1980. The proportions of missing data are roughly equivalent across groups. For 1980 the proportions of missing occupational data for blacks, Hispanics, R/E others, females, and whites are .32, .28, .23, .22, and .26, respectively. Further, because data obtained for the DoD category of General Officers and Executives were extremely sparse (total for 1980, N=160), the category data were reconstructed for each year based upon grade data. Consequently the category includes only General Officers and is redundant with the GO grade data.

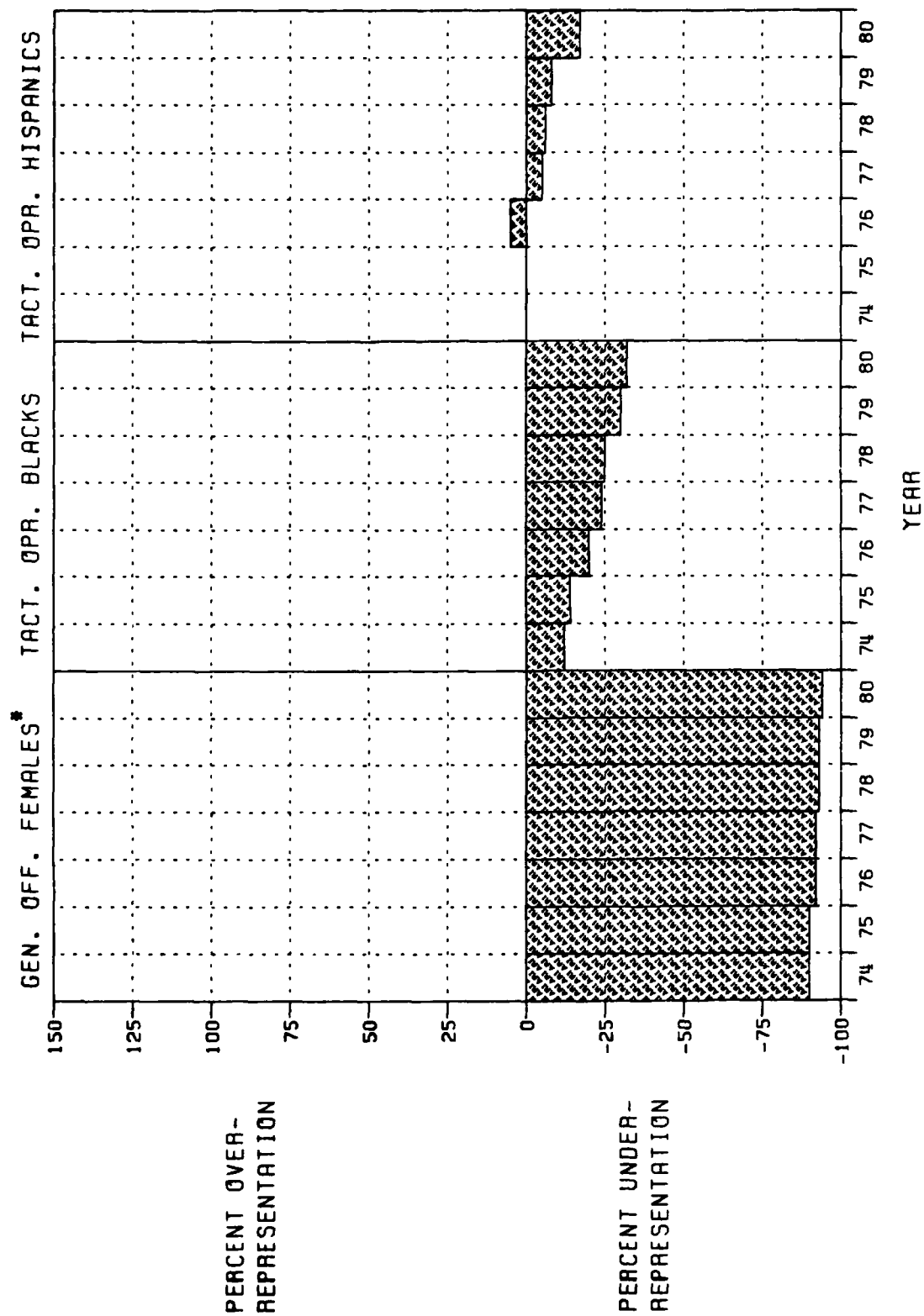
In 1980 all four groups were underrepresented among Tactical Operations Officers. In the case of females, it should be noted that many of the occupations in this category were not open to women at the time. Blacks are underrepresented among Intelligence Officers, Scientists and Professionals, and Medical Officers while overrepresented among Engineering and Maintenance Officers; Administrators; and Supply, Procurement, and Allied Officers. Although the D.I. values for specific occupational areas have changed, this same general pattern is evident for blacks in the Nordlie et al. data from 1966 through 1972, with the exception of Tactical Operations Officers, where blacks were overrepresented. In 1980 Hispanics are underrepresented among Scientists and Professionals and overrepresented among Medical Officers and Administrators. R/E others are underrepresented among Supply, Procurement, and Allied Officers and overrepresented among Medical Officers. In interpreting both the Hispanic and R/E others officer occupation patterns, caution is advised because of the small numbers of both expected and actual in several categories. Since 1976 females show a consistent pattern of underrepresentation among Engineering and Maintenance Officers; Scientists and Professionals; and Supply, Procurement, and Allied Officers but overrepresentation among Intelligence Officers, Medical Officers, and Administrators.

When trends over time are examined, findings point to increasing underrepresentation for blacks, Hispanics, and R/E others among Tactical Operations Officers, for blacks among Intelligence Officers, and for R/E others among Supply, Procurement, and Allied Officers. Decreasing underrepresentation is indicated for females among Engineering and Maintenance Officers, for blacks and females among Scientists and Professionals, and for blacks among Medical



* Expected numbers less than 50.

Figure 8. Difference indicators for the distribution of officers in occupational areas.



* Expected numbers less than 50.

Figure 8. continued

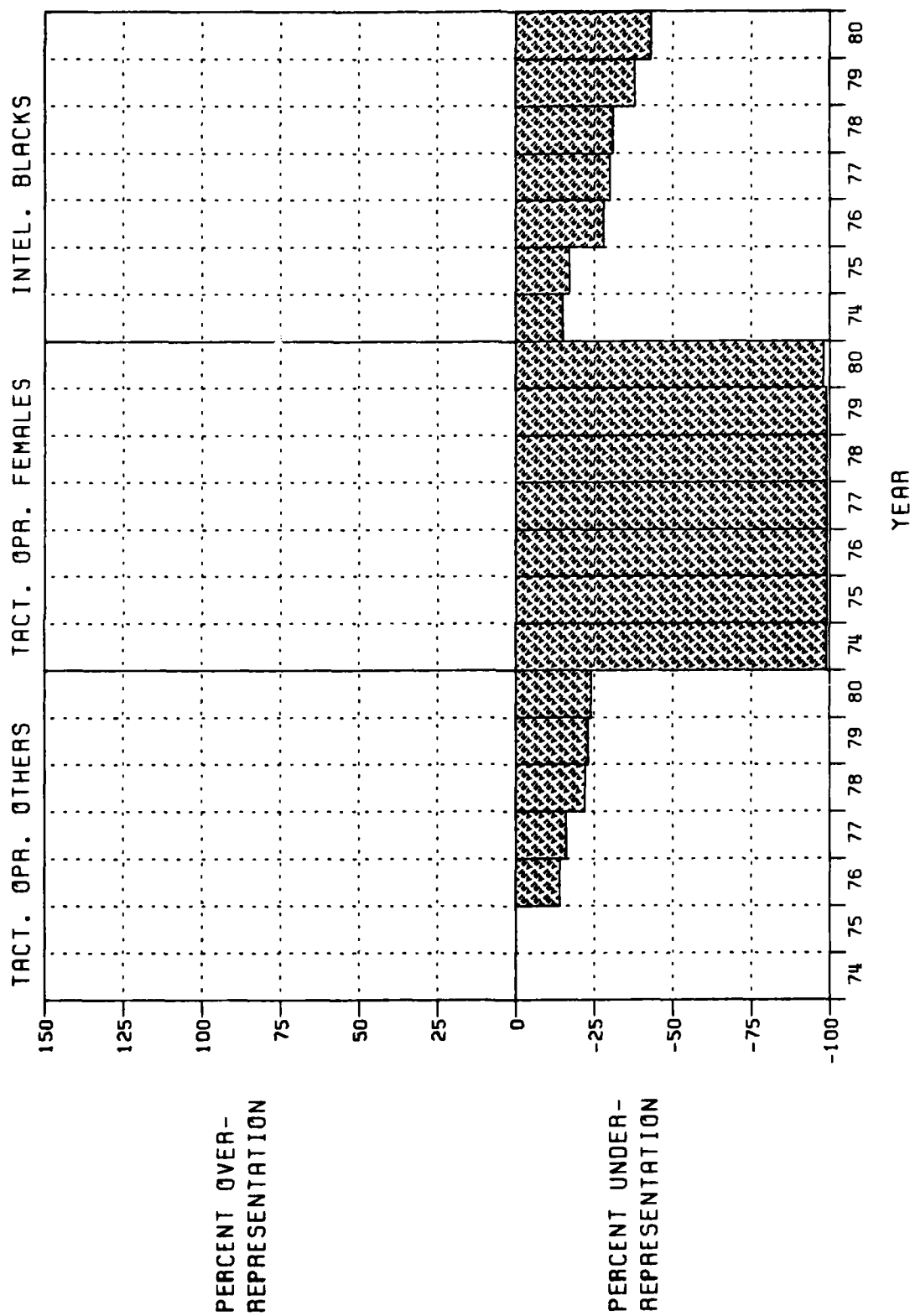


Figure 8. continued

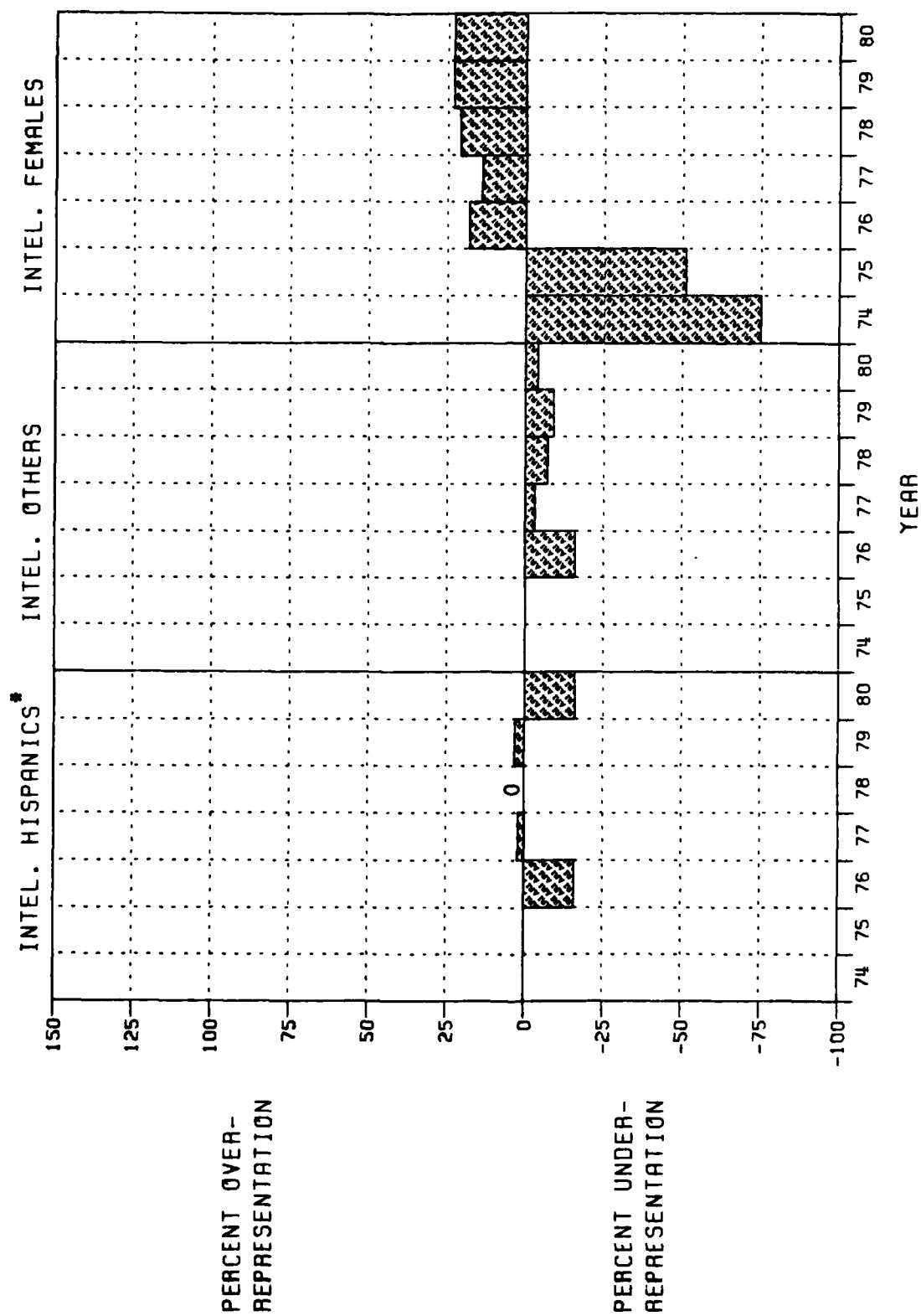


Figure 8. continued

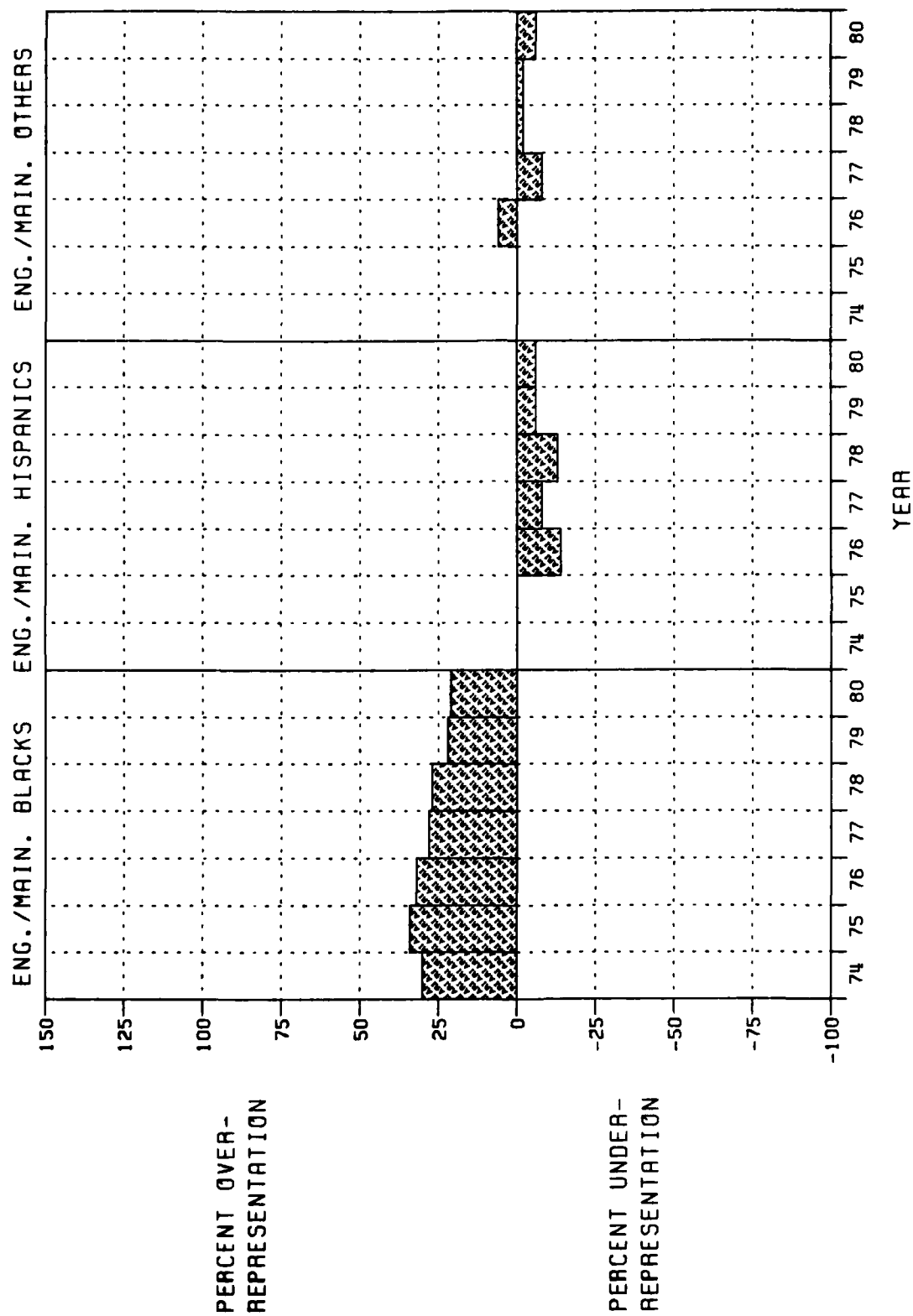
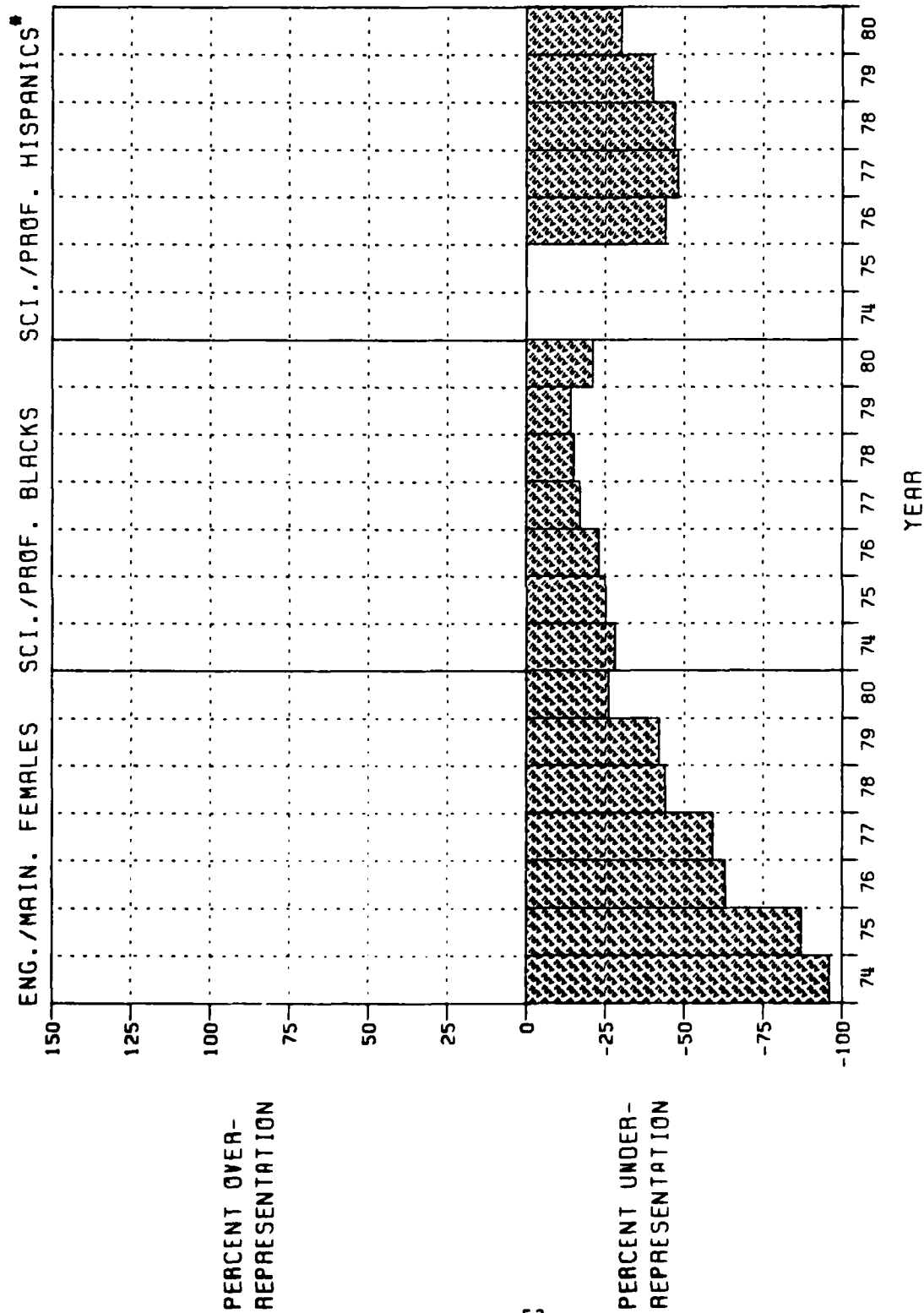


Figure 8. continued



* Expected numbers less than 50.

Figure 8. continued

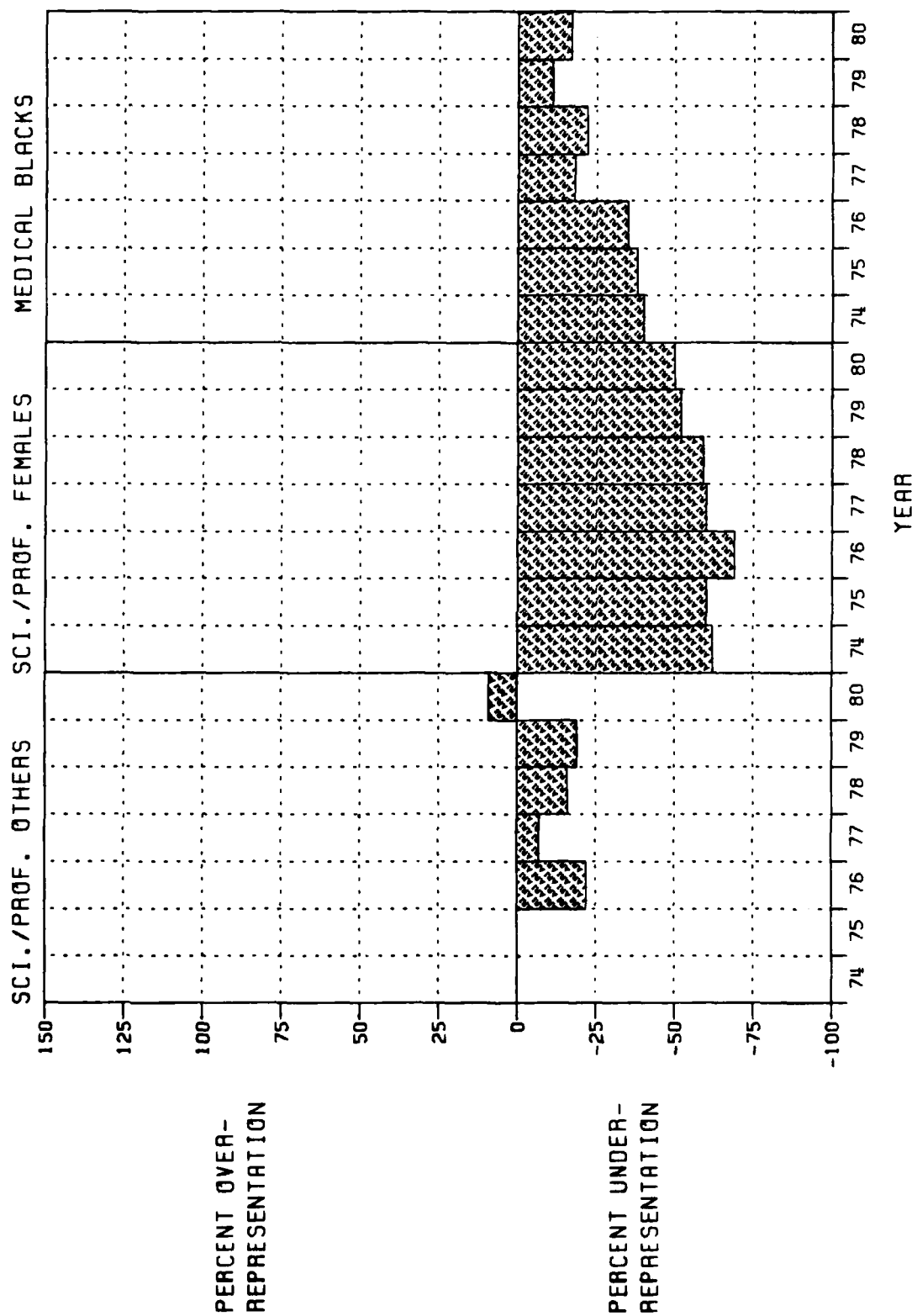


Figure 8. continued

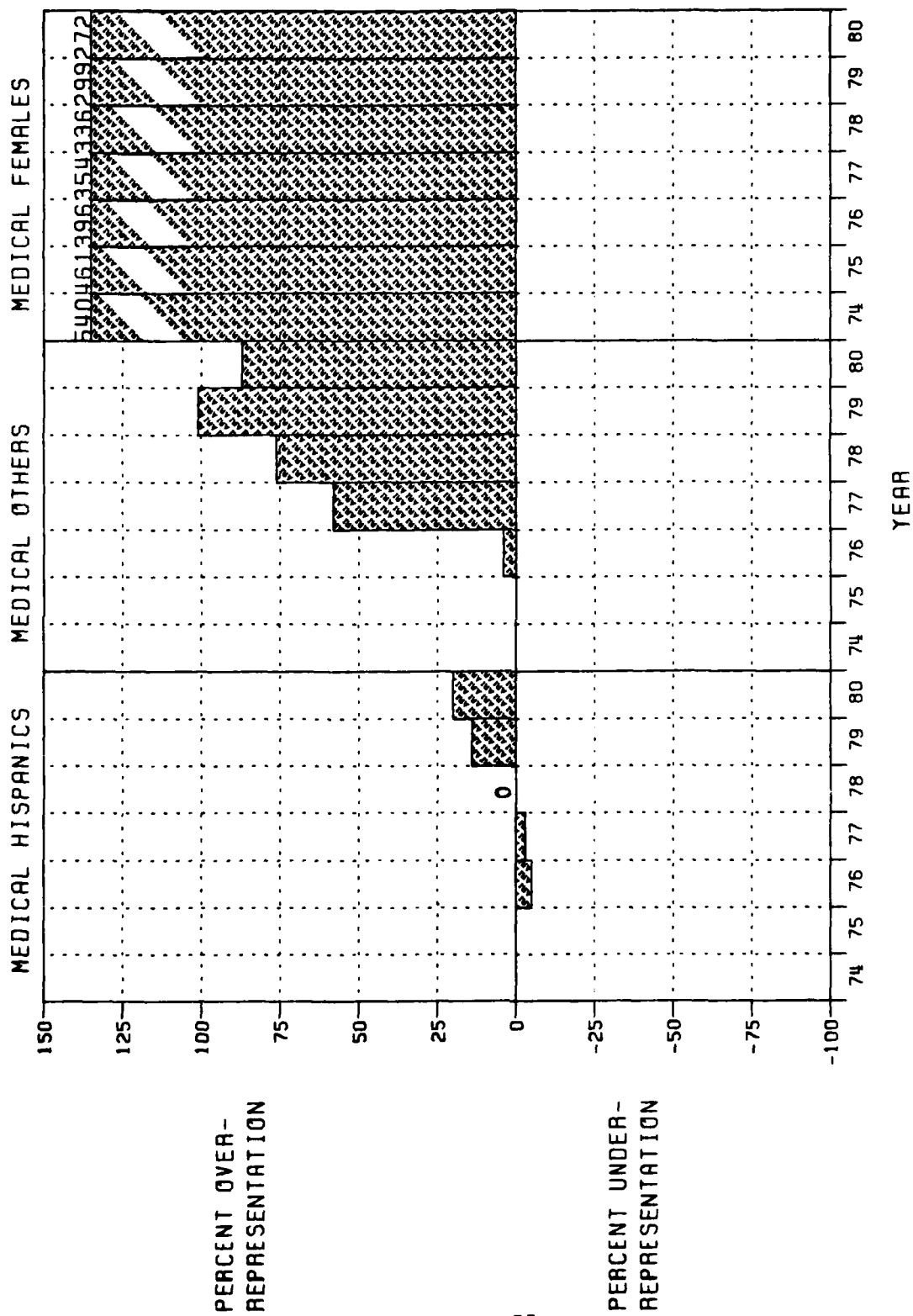


Figure 8. continued

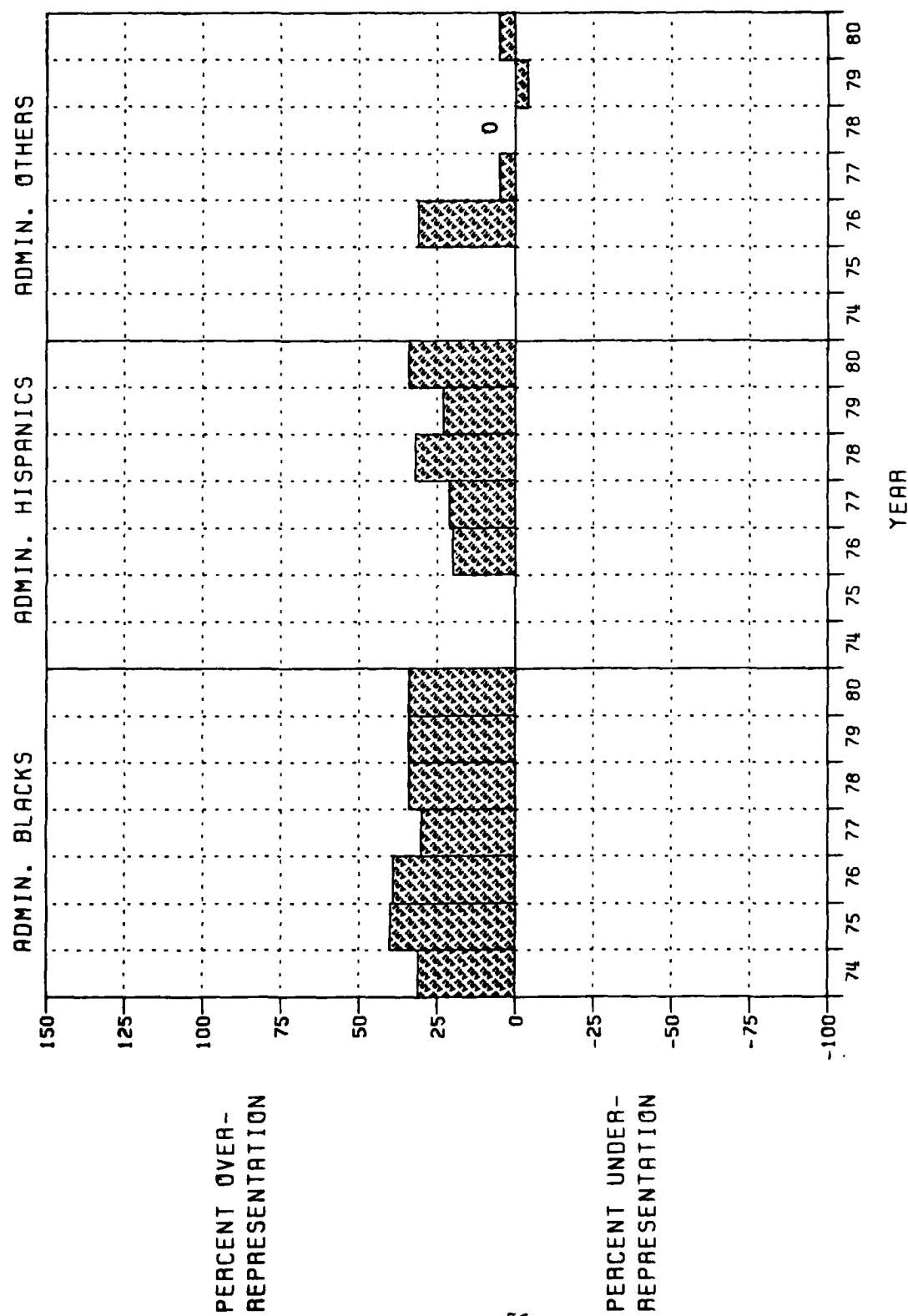
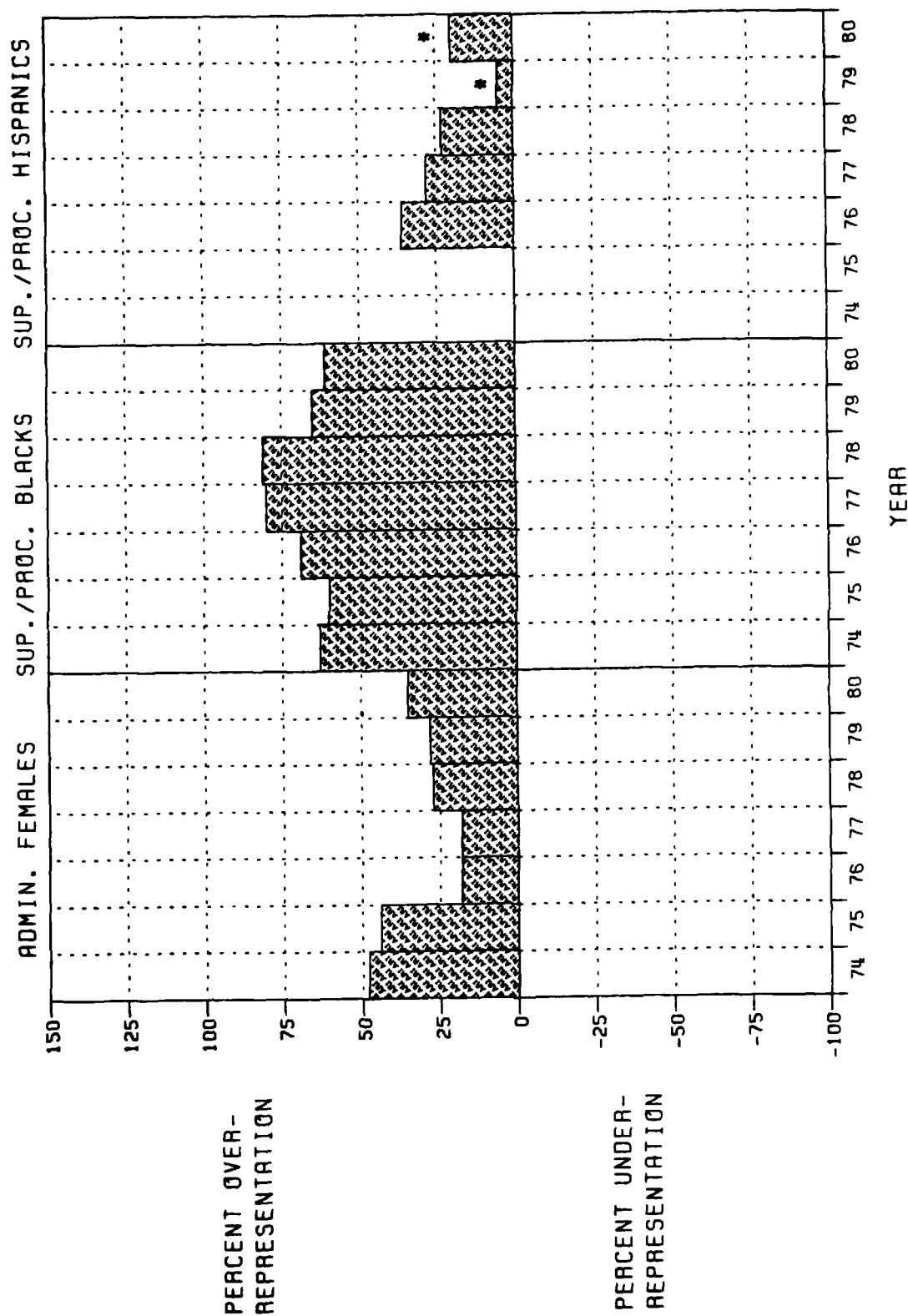


Figure 8. continued



* Expected number less than 50.

Figure 8. continued

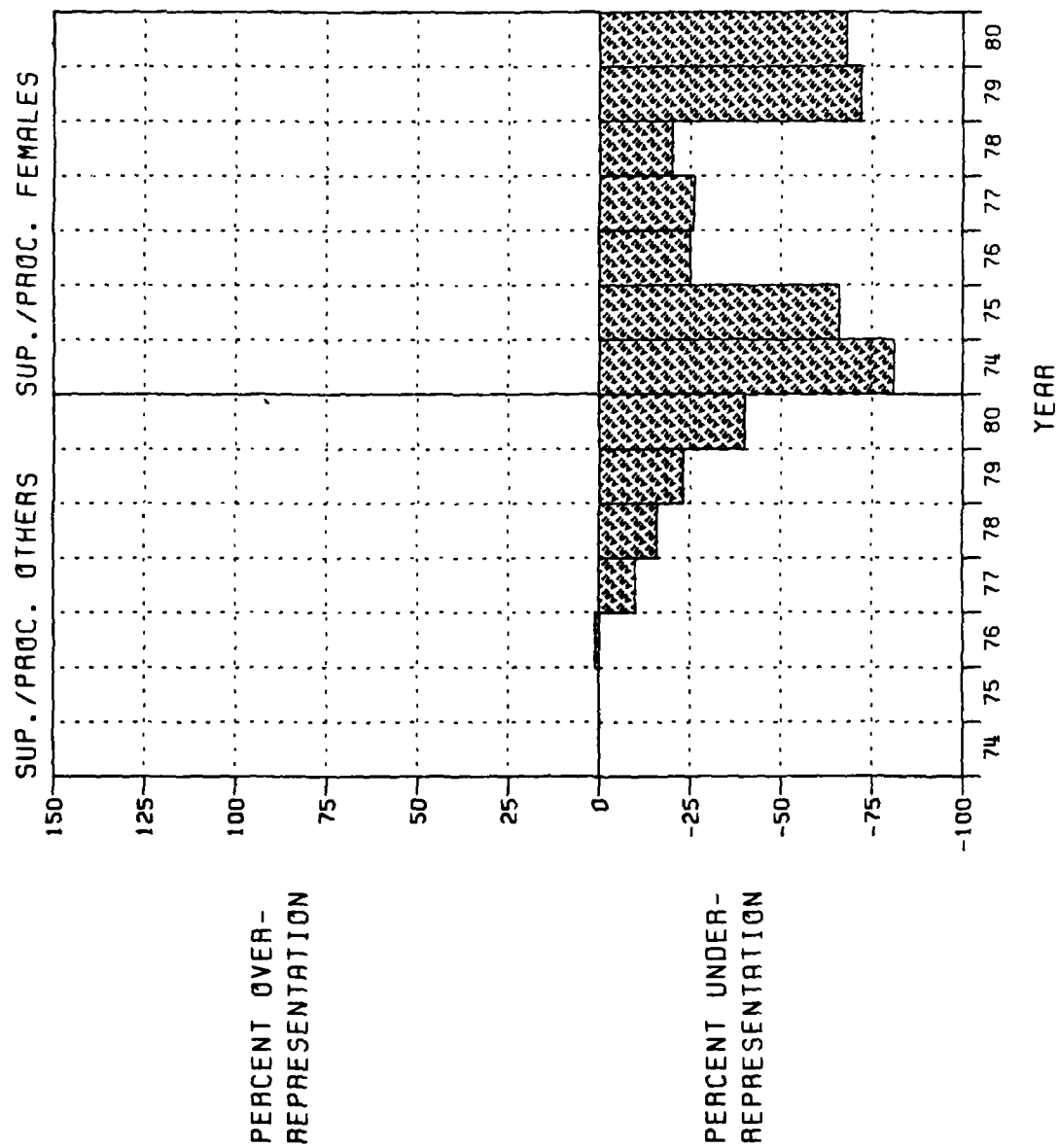


Figure 8. continued

Officers. The data suggest decreasing overrepresentation for blacks among Engineering and Maintenance Officers and for females among Medical Officers. The D.I. values for Medical Officer females are the largest identified in the investigation, and while the overrepresentation in this case declines precipitously, the interpretation needs to be tempered with the facts that both the actual number and the proportion of Medical Officers who are female have stayed nearly the same or increased since 1975. Increasing overrepresentation appears to be the situation for females among Intelligence Officers, for Hispanics and R/E others among Medical Officers, and for Hispanics and females among Administrators.

Figure 9 presents D.I. values for occupational categories for enlisted personnel. There are ten categories (Department of Defense, 1980), comparable to those of Nordlie et al. (1975): Infantry, Gun Crews, and Seamanship Specialists; Electronic Equipment Repairmen; Communications and Intelligence Specialists; Medical and Dental Specialists; Other Technical and Allied Specialists; Functional Support and Administration; Electrical/Mechanical Equipment Repairmen; Craftsmen; Service and Supply Handlers; and Nonoccupational. Data for Nonoccupational do not exist in the data base prior to 1976, thereafter designating predominantly those enlisted personnel of trainee status. Missing occupational designations were 12% and 13% for 1974 and 1975, respectively. For all subsequent years the percent of missing data did not exceed .3%.

In 1980 for Infantry and Gun Crews, Hispanics are overrepresented and females underrepresented. Most of the occupations in this area were not open to women at the time. Blacks, Hispanics, and females are underrepresented among Electronic Equipment Repairmen. For Communications and Intelligence Specialists, R/E others are underrepresented and females are overrepresented. Blacks are underrepresented and R/E others and females overrepresented among Medical and Dental Specialists. Among Other Technical and Allied Specialists, blacks and Hispanics are underrepresented, while females are overrepresented. Blacks, R/E others, and females are overrepresented among Functional Support and Administration personnel. Electrical and Mechanical Equipment Repairmen shows underrepresentation of blacks and females. All four groups are underrepresented among Craftsmen. Hispanics and R/E others are underrepresented among Service and Supply Handlers.

The data in Figure 9 suggest several trends over time. Increasing underrepresentation appears recently for females among Electronic Equipment Repairmen and among Craftsmen. Decreasing underrepresentation shows for blacks and Hispanics among Other Technical and Allied Specialists and recently for blacks and R/E others among Craftsmen. The data suggest decreasing overrepresentation for females among Medical and Dental Specialists and recently among Functional Support and Administration personnel. Recently, increasing overrepresentation is present for Hispanics among Medical and Dental Specialists and for females among Other Technical and Allied Specialists.

While there is some similarity of distribution among occupation areas for blacks between the Nordlie et al. and the current data, more noteworthy are the differences. Nordlie et al. found substantial but declining overrepresentation for blacks among Infantry and Gun Crews. Further they found underrepresentation for blacks among Communications and Intelligence Specialists and overrepresentation among Service and Supply Handlers. Since 1977 the D.I. values for blacks among each of these occupational areas have been near zero. Thus, the representation of blacks in these global areas is near parity.

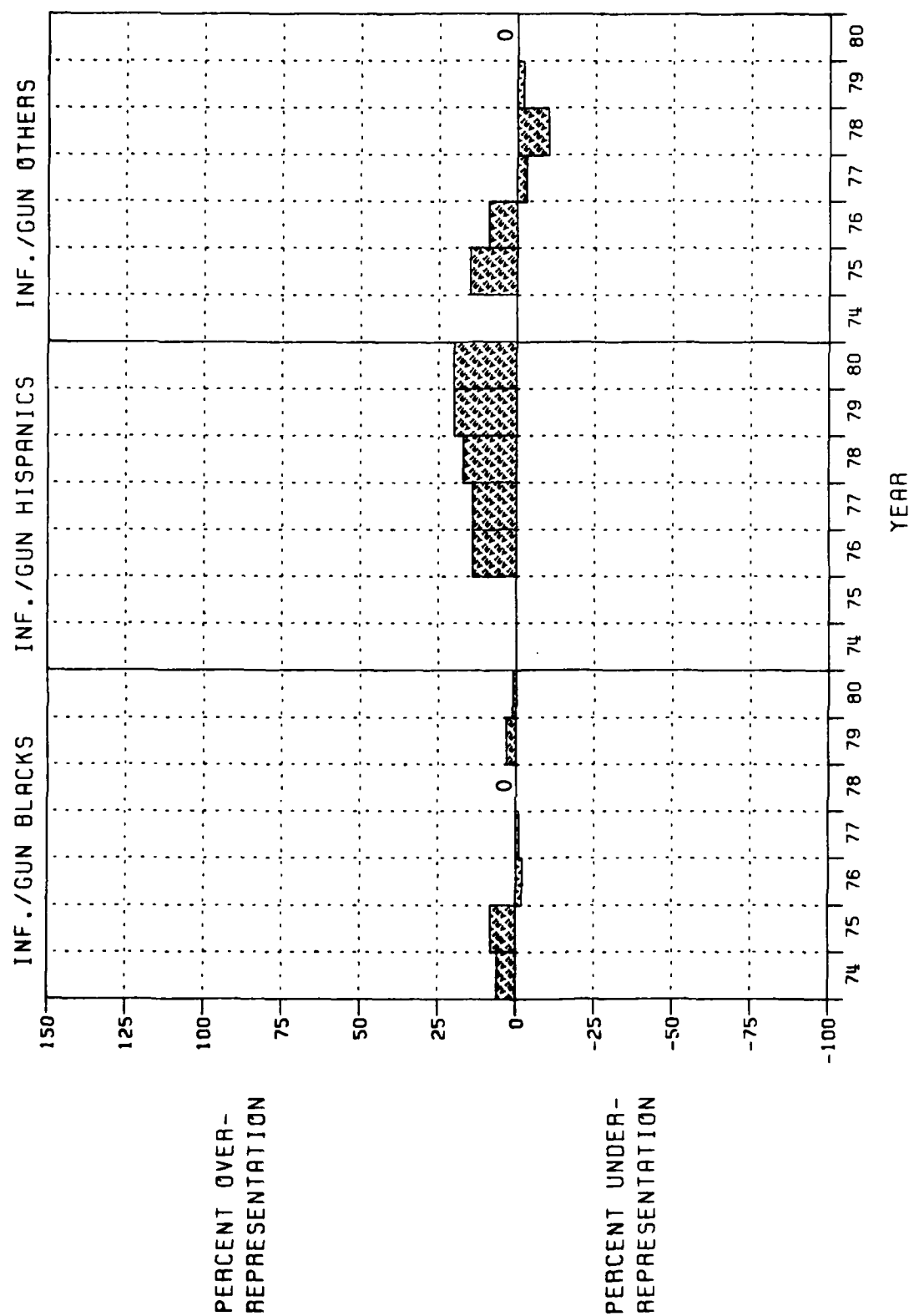


Figure 9. Difference indicators for the distribution of enlisted personnel in occupational areas.

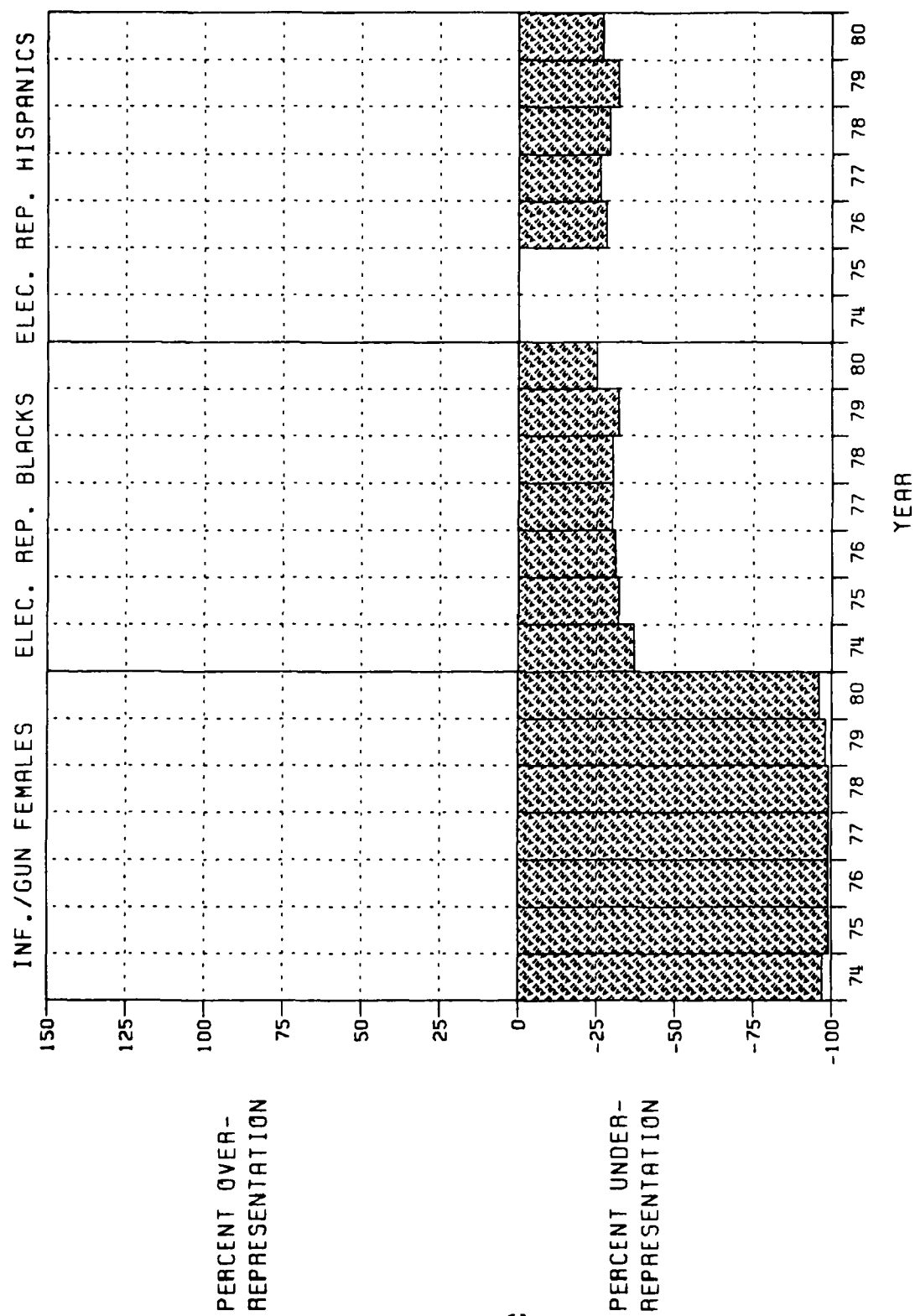


Figure 9. continued

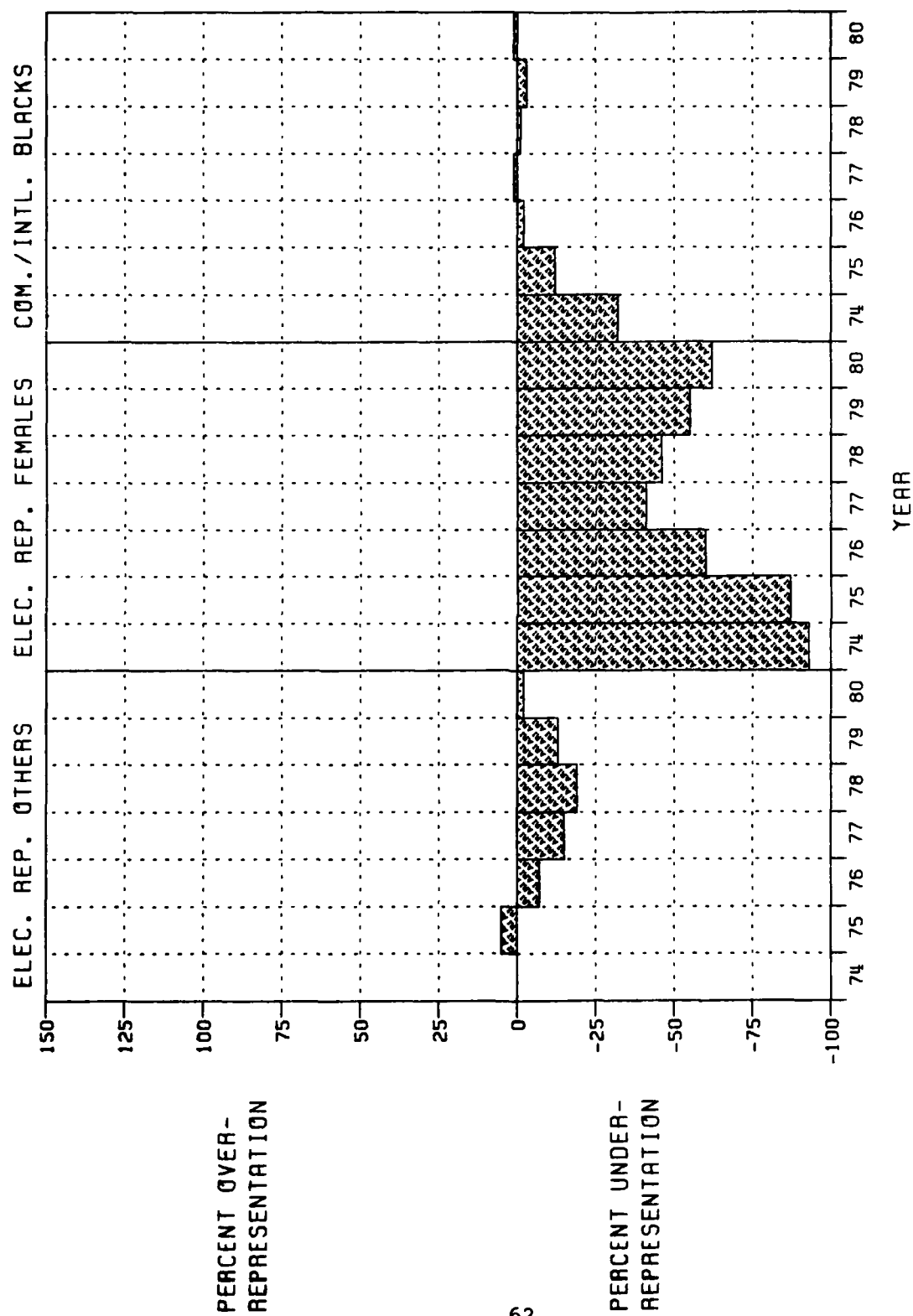


Figure 9. continued

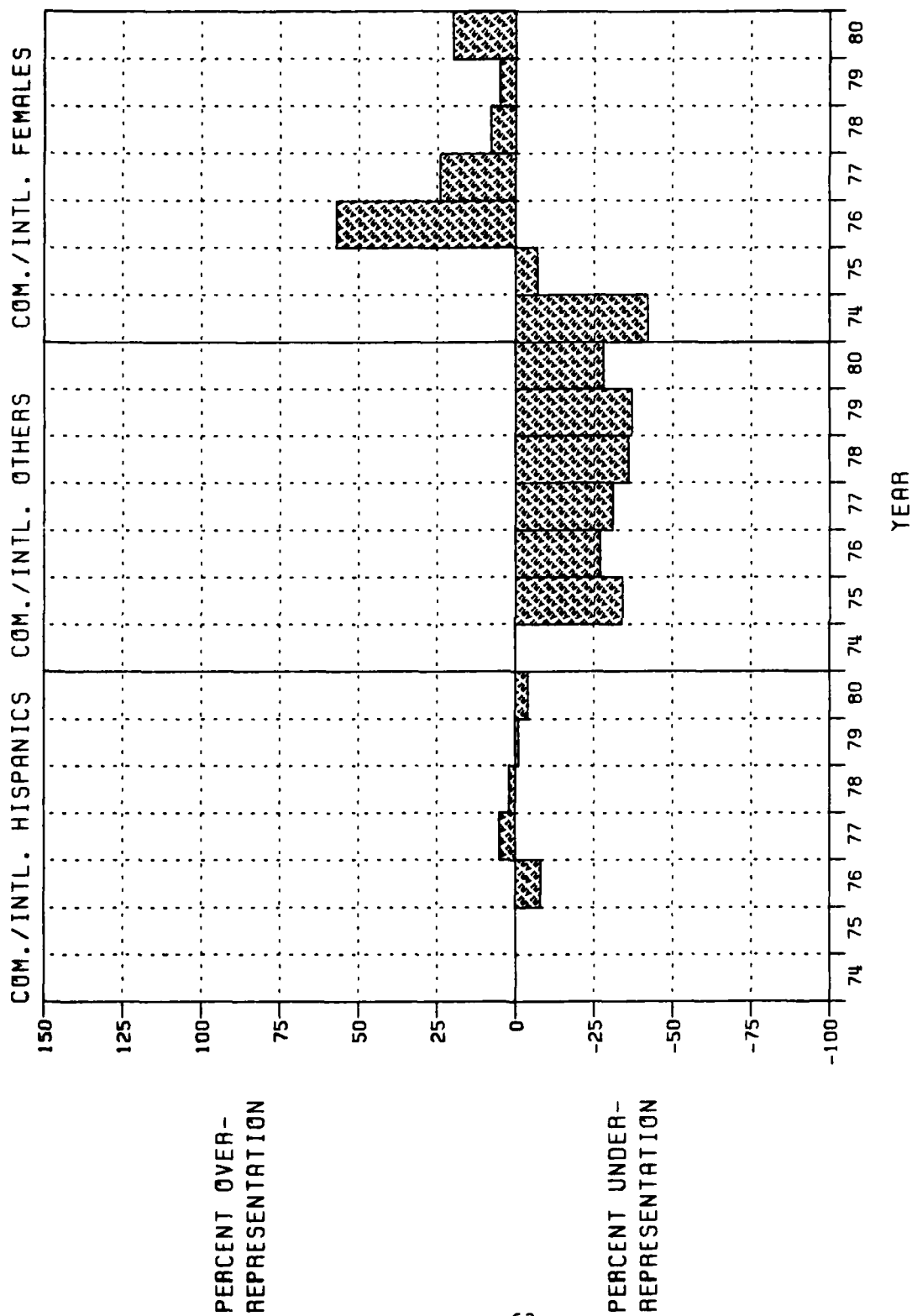


Figure 9. continued

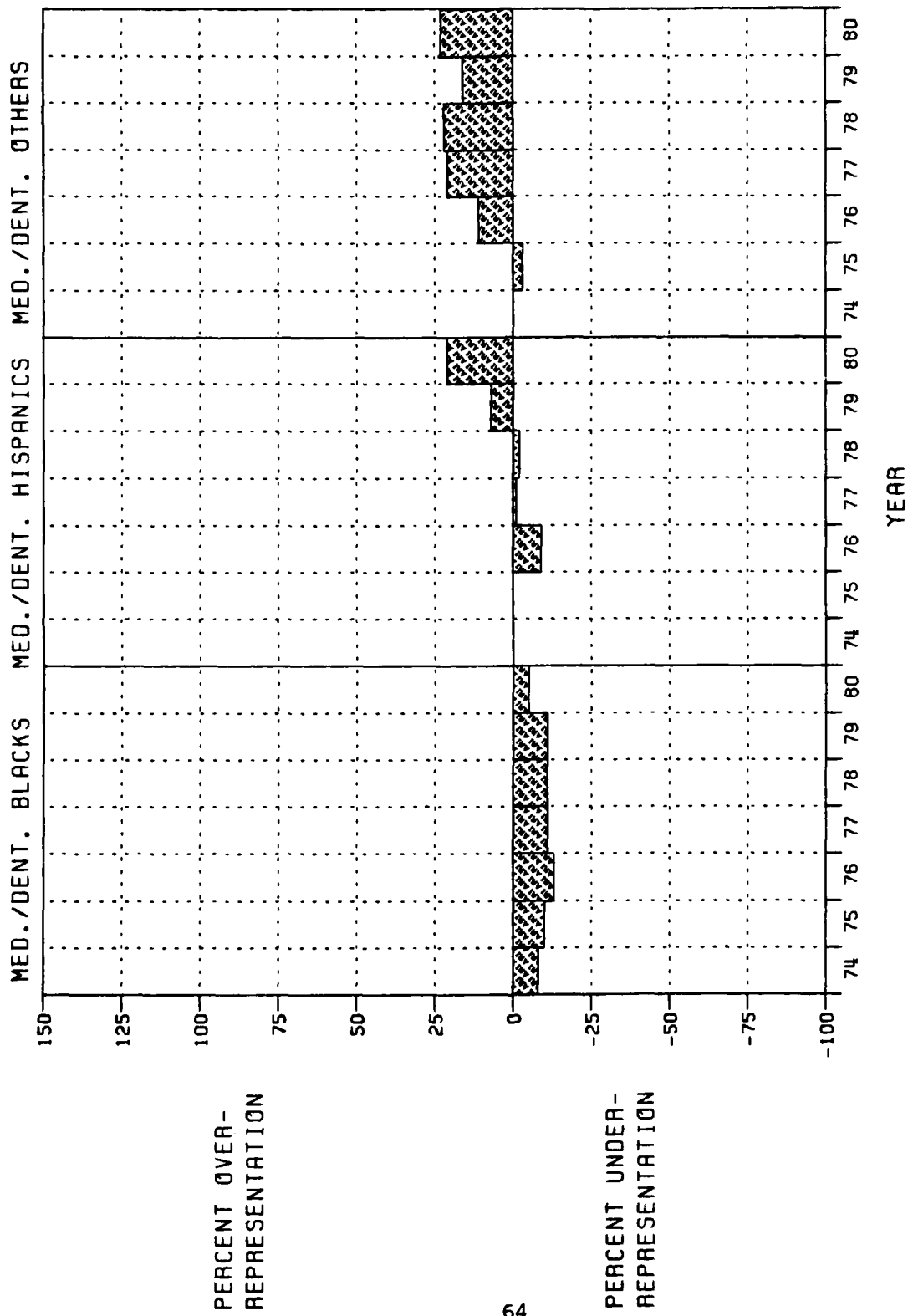


Figure 9. continued

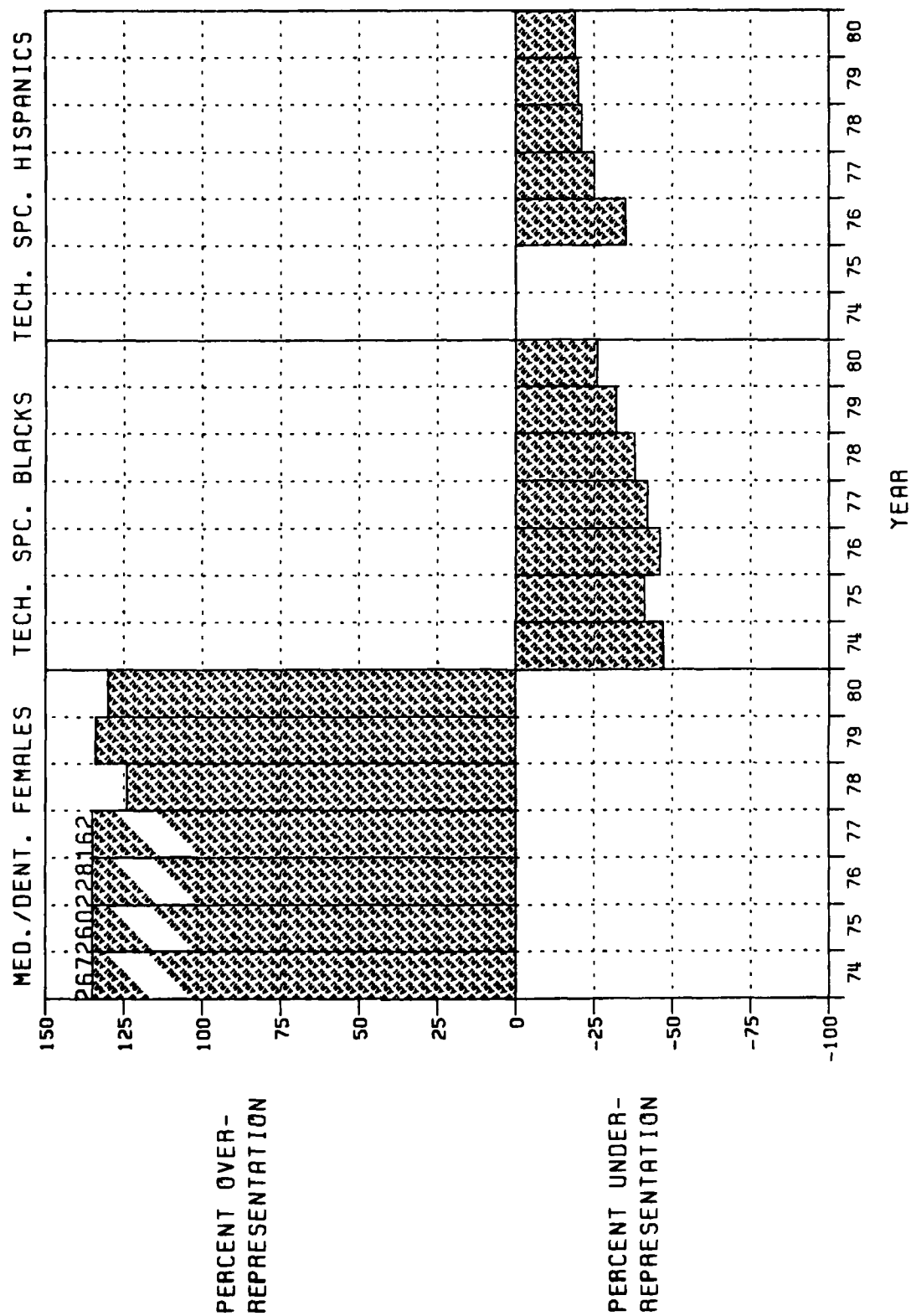


Figure 9. continued

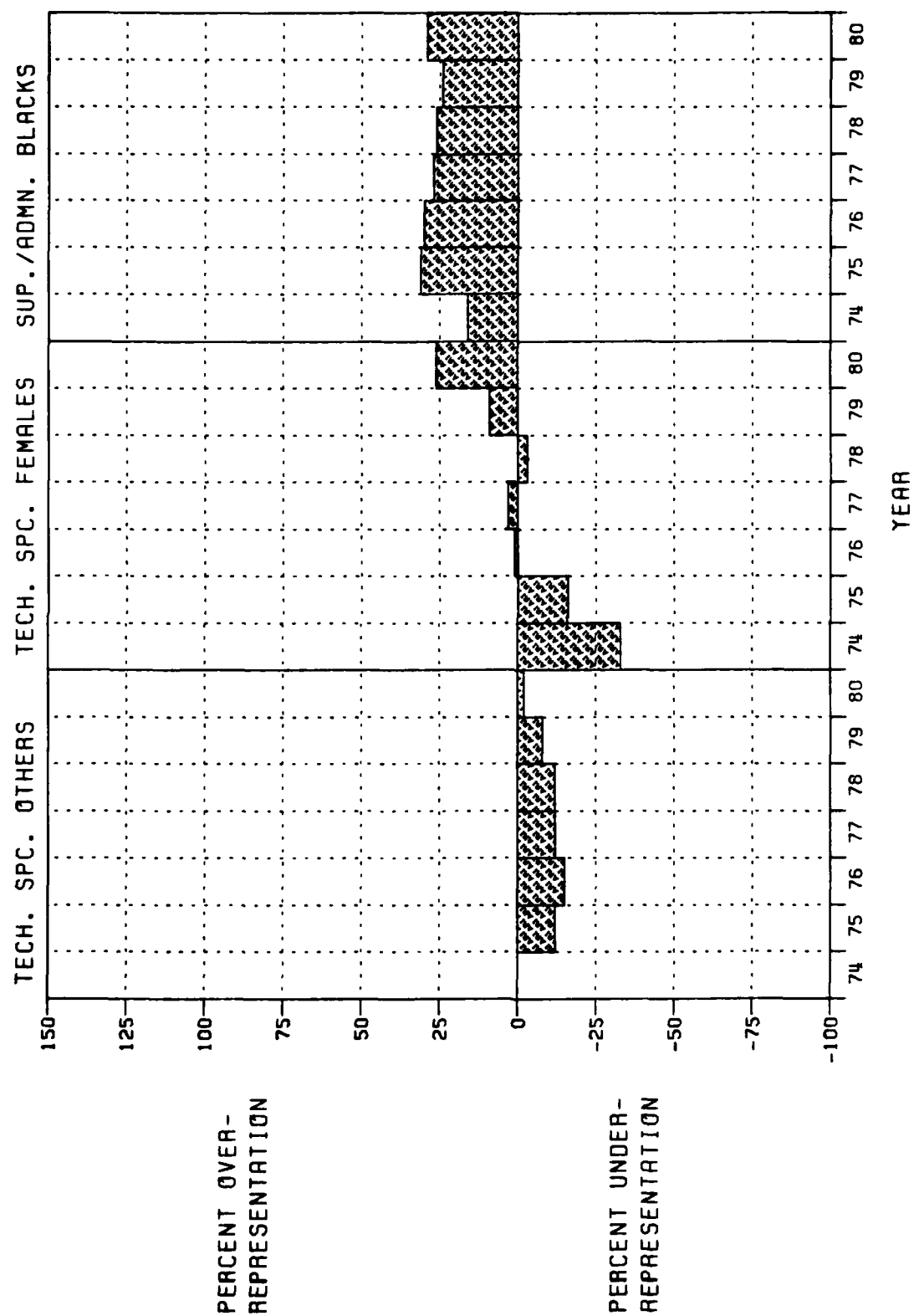


Figure 9. continued

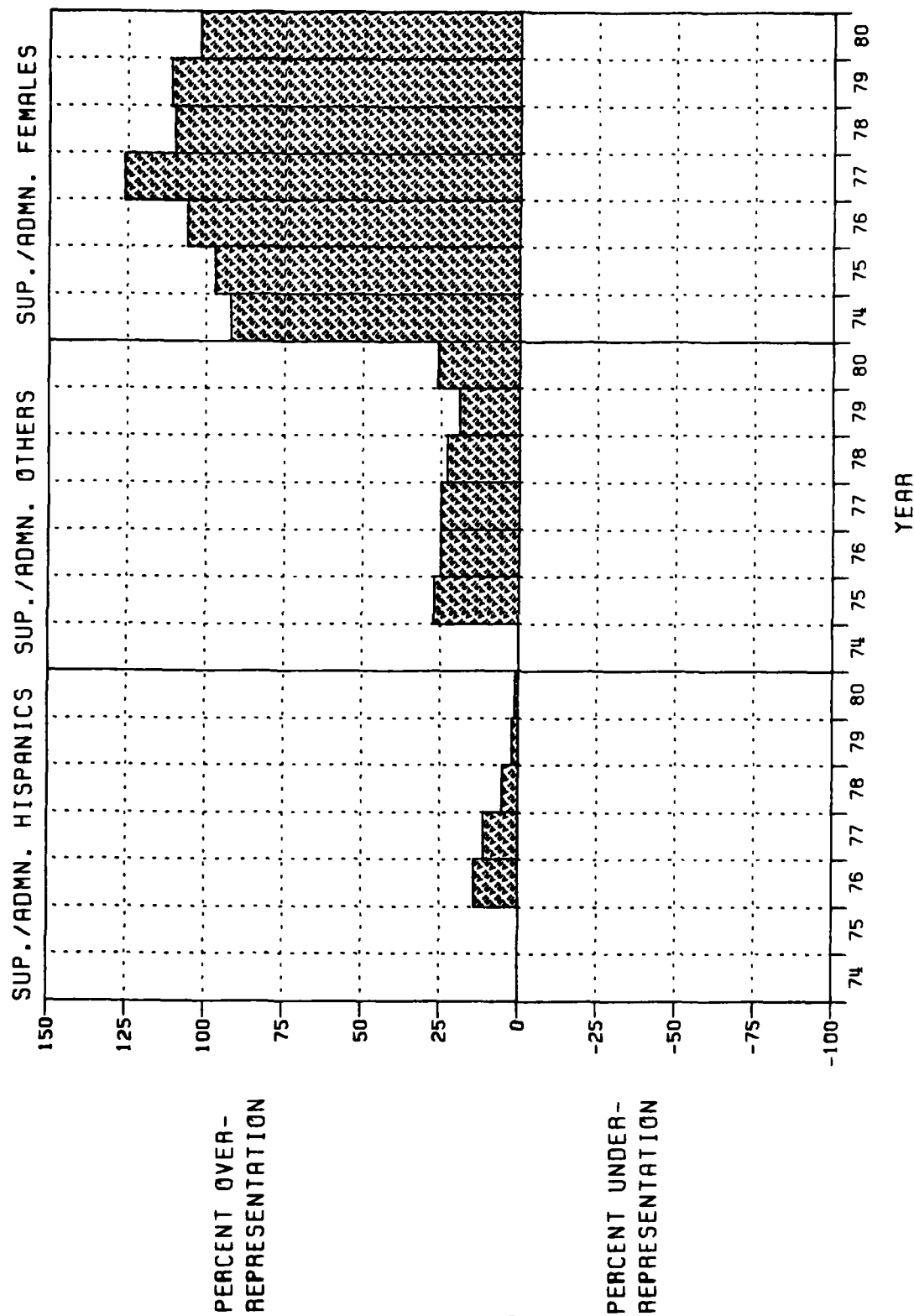


Figure 9. continued

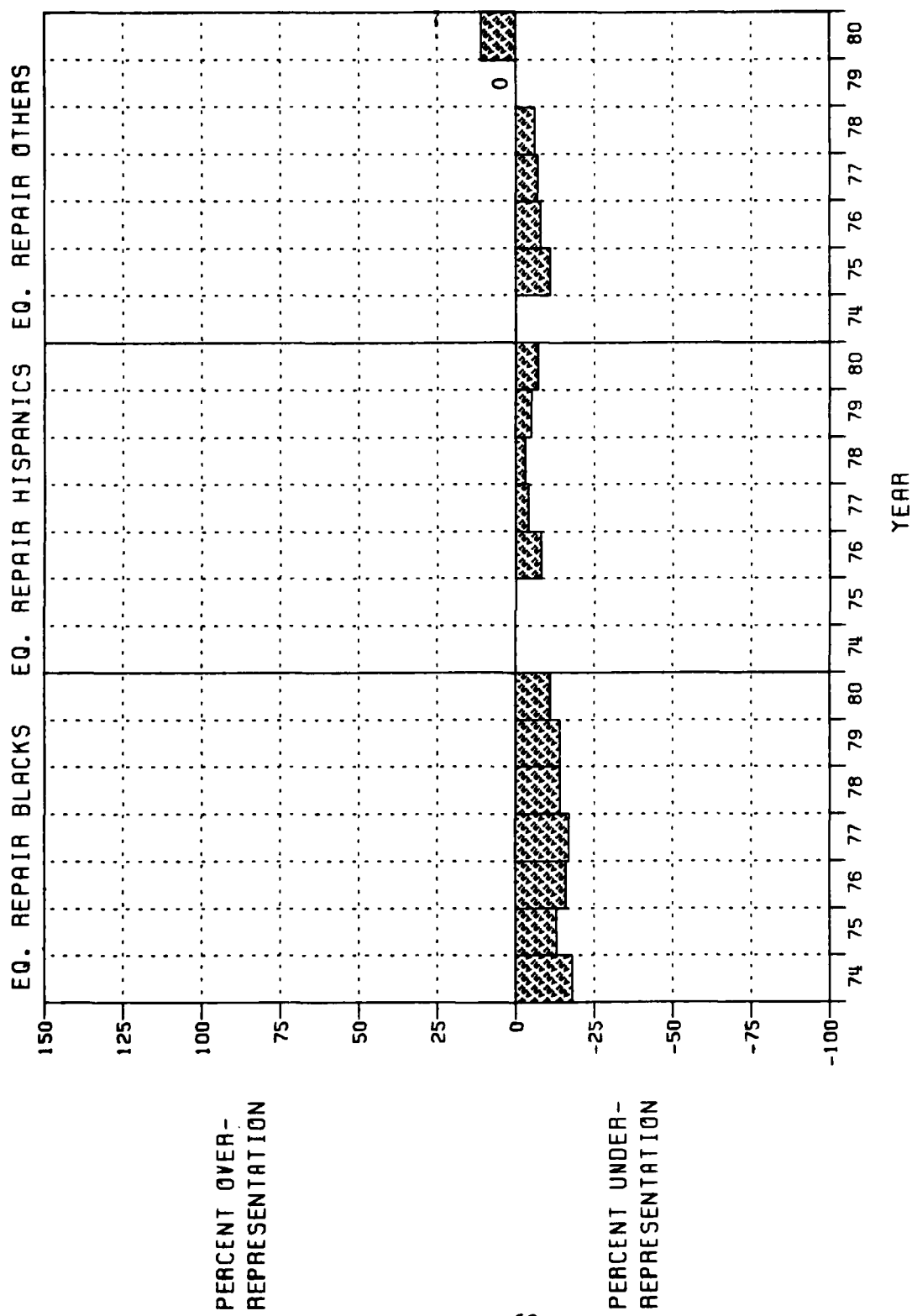


Figure 9. continued

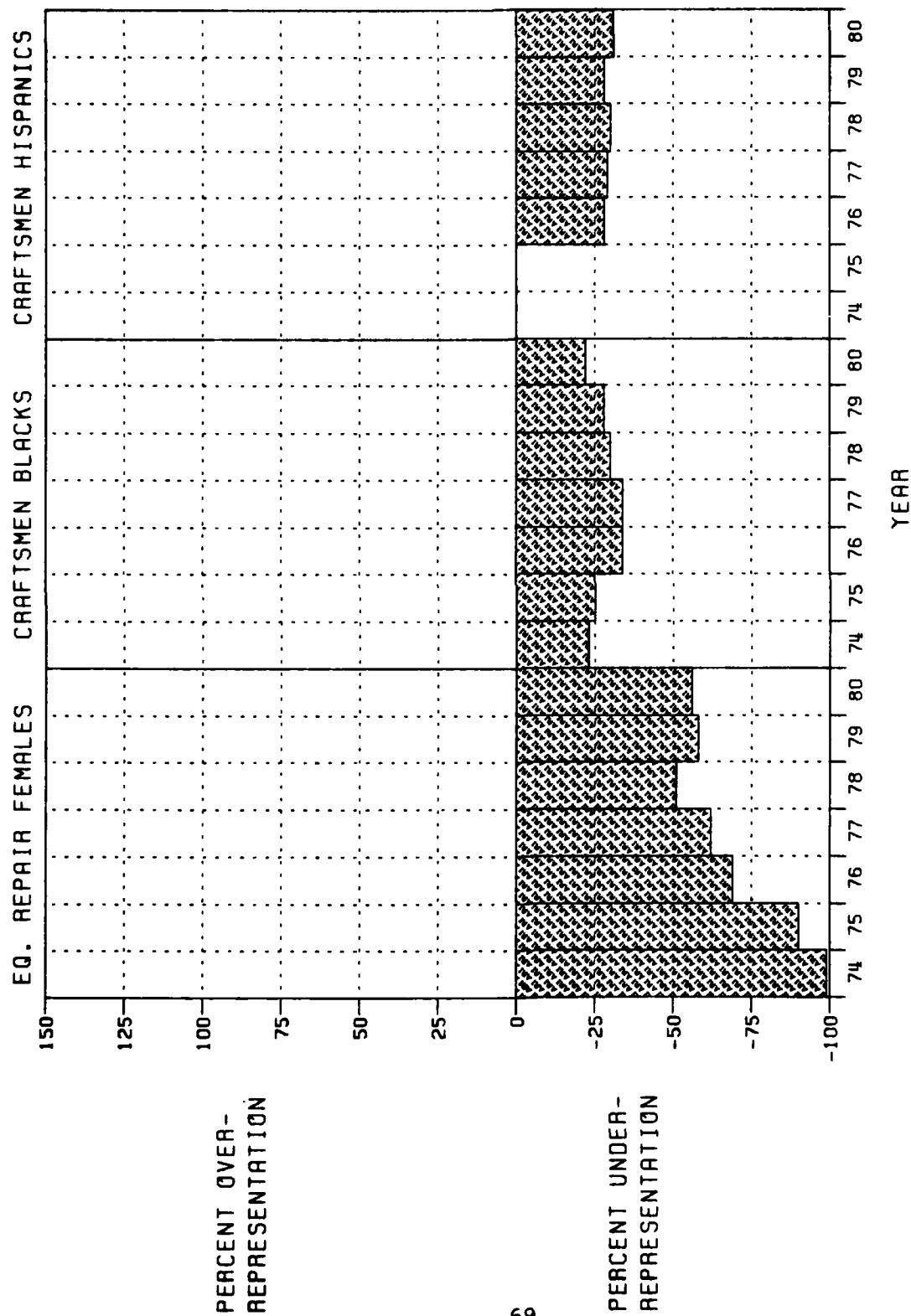


Figure 9. continued

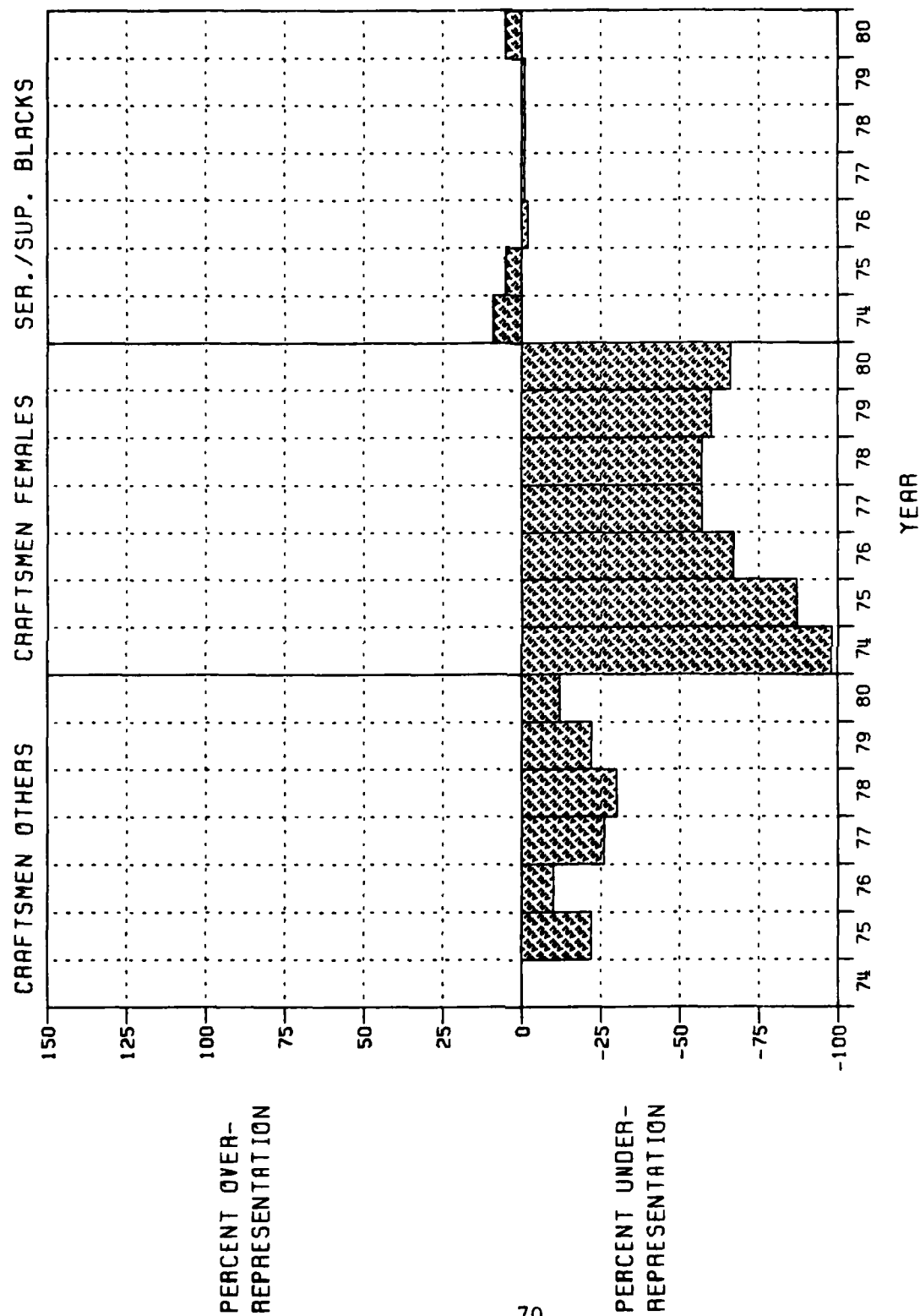


Figure 9. continued

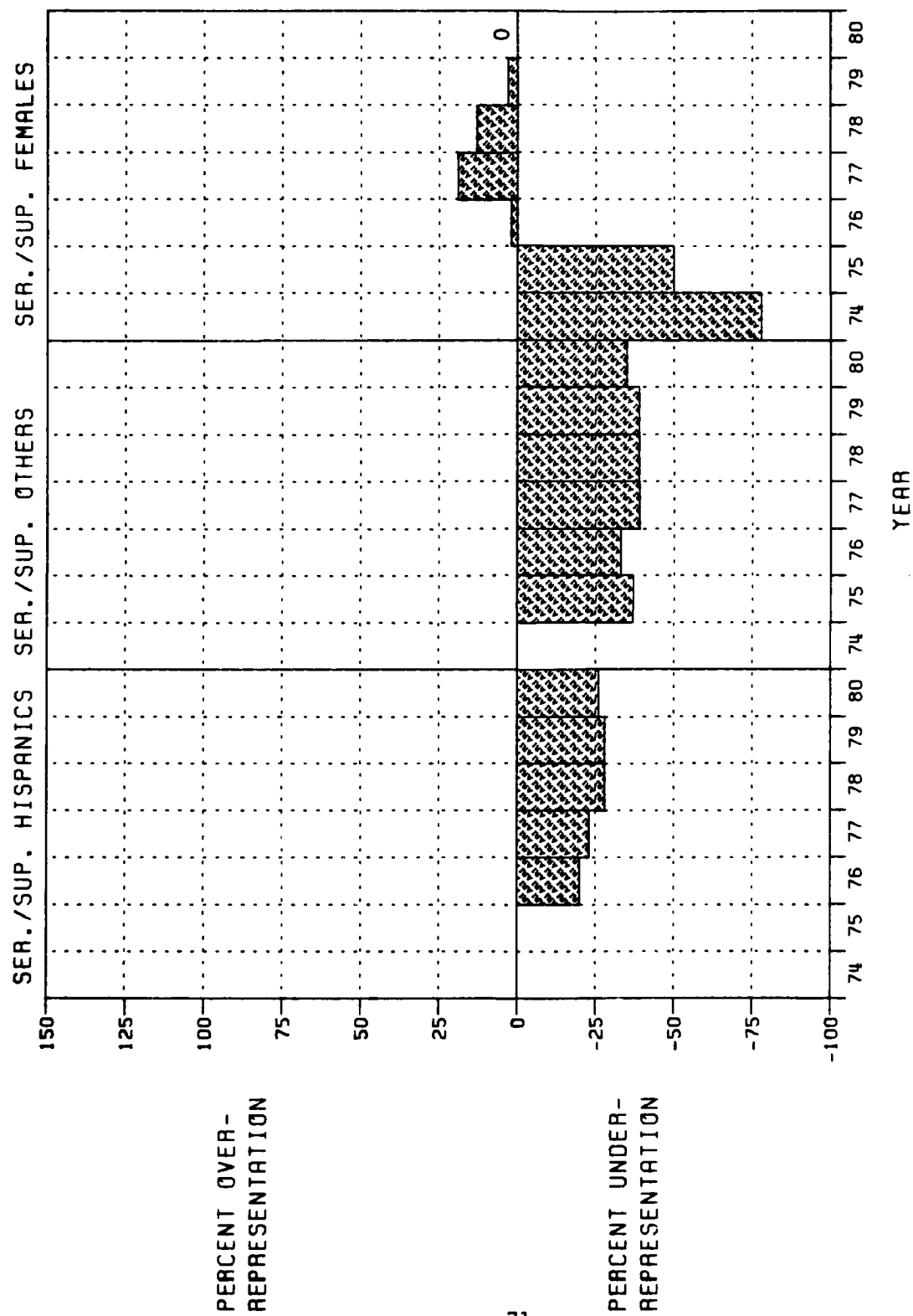


Figure 9. continued

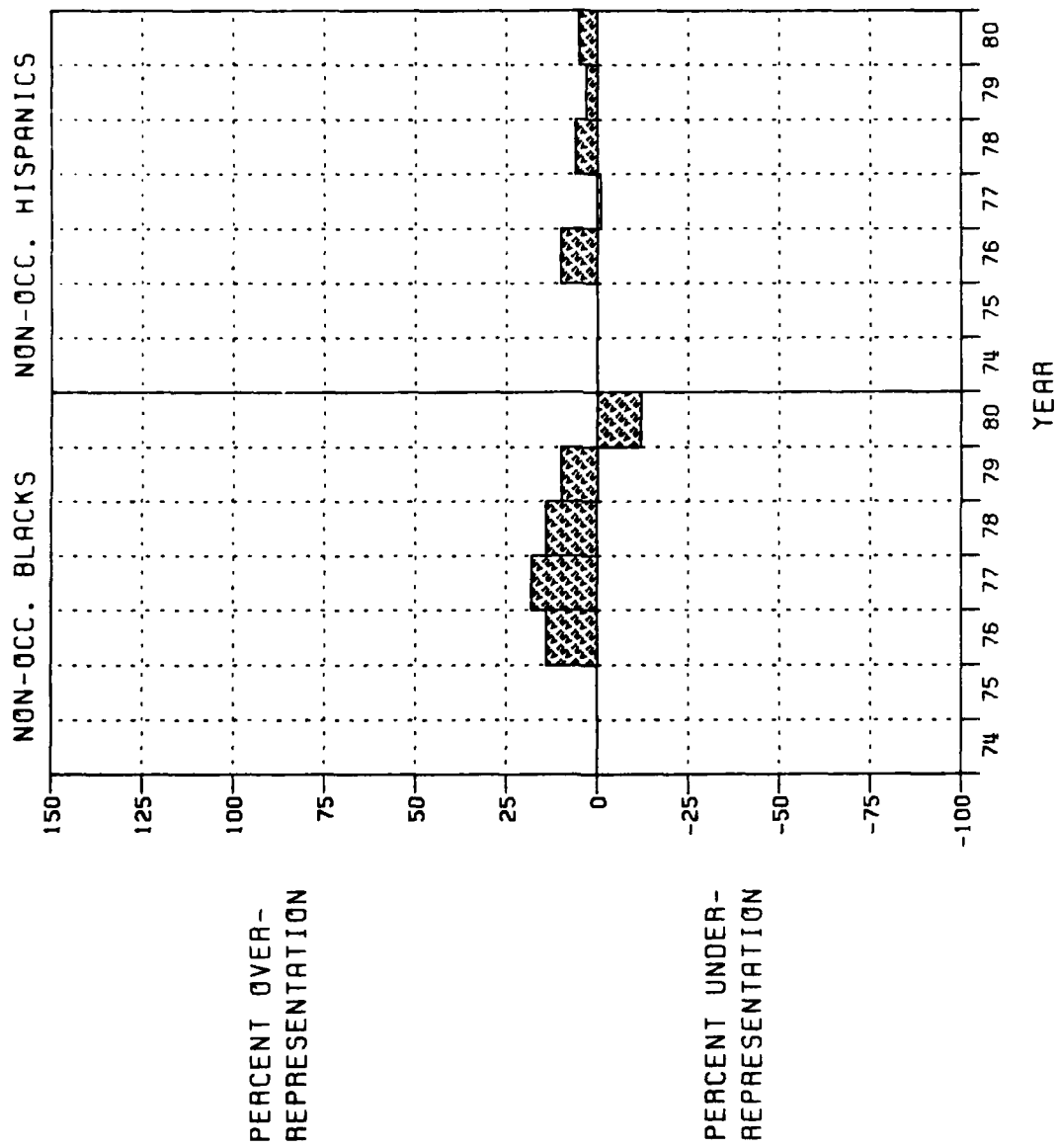


Figure 9. continued

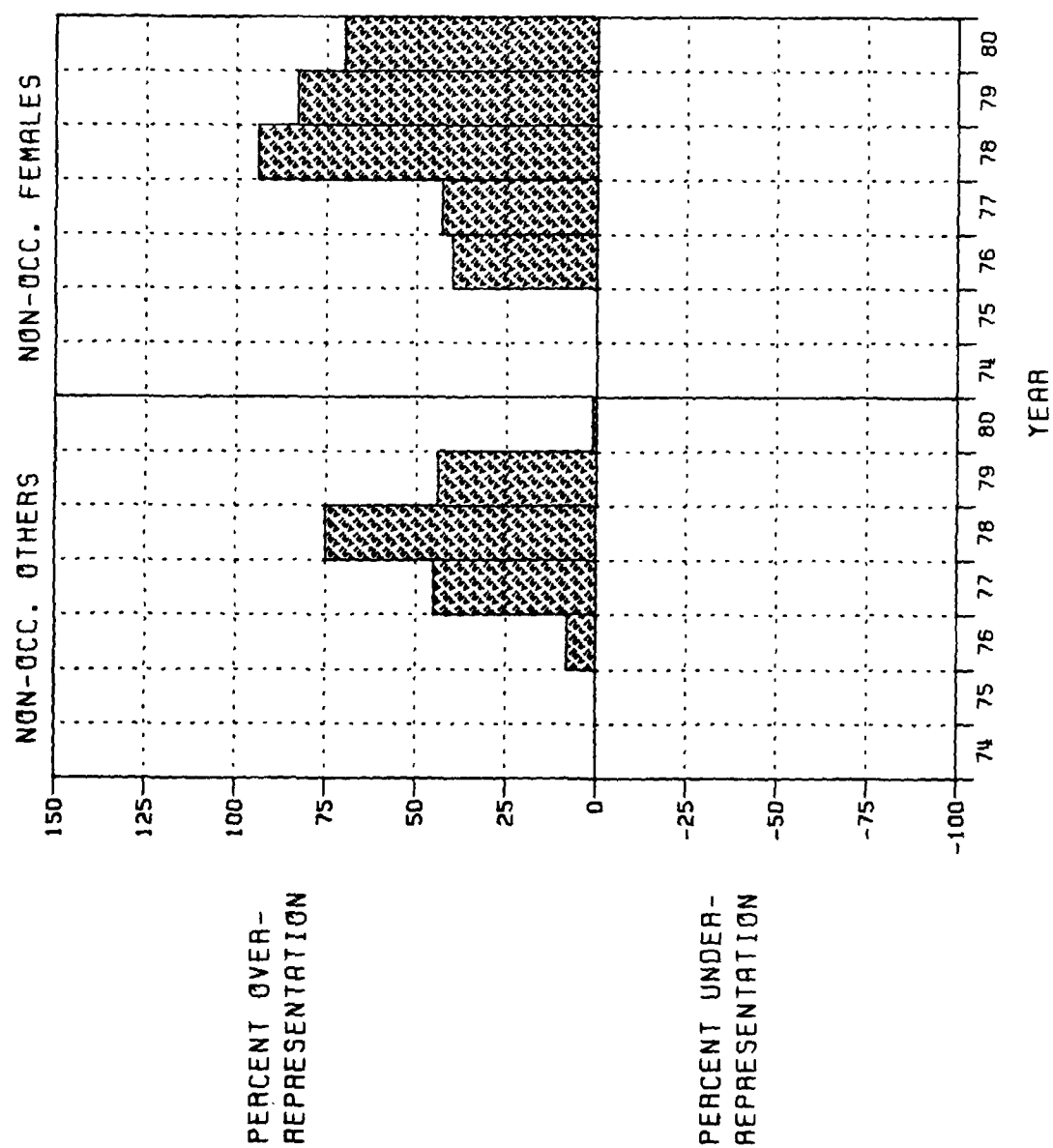


Figure 9. continued

Speed of Promotion

The variable of Months to Make Present Grade (MMG) as defined in the method section above was calculated as a measure of speed of promotion for all officer and enlisted personnel for whom the requisite data were available. This measure is fundamentally the cumulative relevant service time, not simply the time in previous grade, the service member needed to achieve the current grade (see the method section for detail). Nordlie and Carroll (1976) collected comparable data on enlisted personnel only. In general, the MMG measure does not differentiate among demographic groups at the junior grades for enlisted personnel, for warrant officers, or for commissioned officers.

Figure 10 presents speed of promotion or differences from the overall mean months to make grade (DMG) for selected officer grades for each of the four groups for 1980. Because whites are strongly numerically dominant among officers, their differences from the DMGs for all grades are necessarily small. Further, when Ns are less than 10, values are not shown. Complete data, however, are to be found in Appendix A, pages A-70 to A-76.

Black officers in 1980 have taken longer than officers of other groups to achieve grade in every grade shown except 04. The differences are most apparent at CW4, 04, 05, and GO grades. The speed of promotion for Hispanics in 1980 has been near the mean MMG at CW3, CW4, and 03, but faster at 04, 05, and 06. R/E others at grades CW4, 04, 05, and 06 have been promoted faster than the mean. Females have been promoted in less time than the overall MMG at all officers grades presented in Figure 10 except 06.

When DMG data for officers (presented in Appendix A, pages A-70 to A-76) are examined across time, several trends emerge. For GO Blacks the DMG has increased since 1976, having been slightly less than the overall MMG for 1975 and 1976. The DMGs for 06 officers have increased between 1974 and 1977, remaining steady thereafter. The DMGs for 05 and 04 blacks show decreasing trends since 1974, while no clear changes are present for 03 and 02 officers. The DMG for CW4 blacks decreased between 1974 and 1977, then increased in 1979 and 1980. No pattern is evident for CW3 and CW2 blacks. For Hispanics DMGs for officers do not appear to have varied systematically. For DMGs for R/E others at 06, 05, 04, and 03 grades, there have been decreases since 1976, while patterns are unclear for 02 and Warrant Officer grades. For females, DMGs for 06, 05, and 04 grades show fairly steady decreases since 1974. Patterns are mixed for 02, CW4, CW3, and CW2 grades.

Figure 11 shows speed of promotion or differences from the overall mean months to make grade (DMG) for E4 through E9 for 1980. Complete data are presented in Appendix A, pages A-77 to A-97. Blacks take longer than the other groups to achieve every grade shown. Further, the DMGs for blacks increase consistently with each higher grade. Hispanics achieve grades in near mean time except for E8 and E9 where the DMGs are positive, and therefore, promotion is slower. R/E others achieve grades E4 through E7 somewhat faster but E8 and E9 grades slower than the mean. Females achieve grades E4 through E8 more quickly than average but the grade of E9 more slowly.

Examining the data for trends across years (presented in Appendix A, pages A-77 to A-97), there does seem to be a small decrease in the DMGs for blacks at E8 and E9 since 1977, although for E9 the DMG increased approximately a

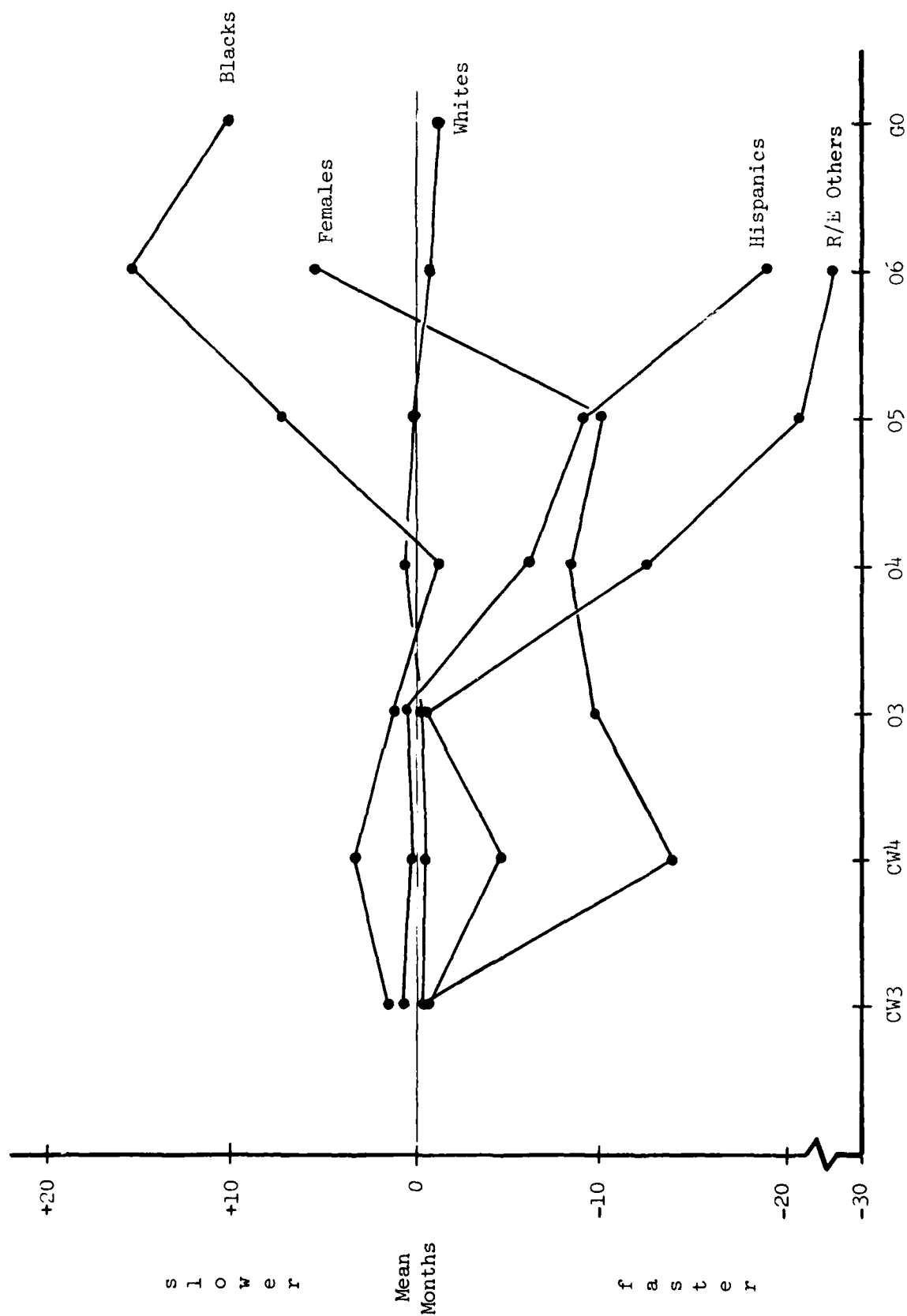


Figure 10. Speed of promotion for selected officer grades by demographic group for FY 1980.

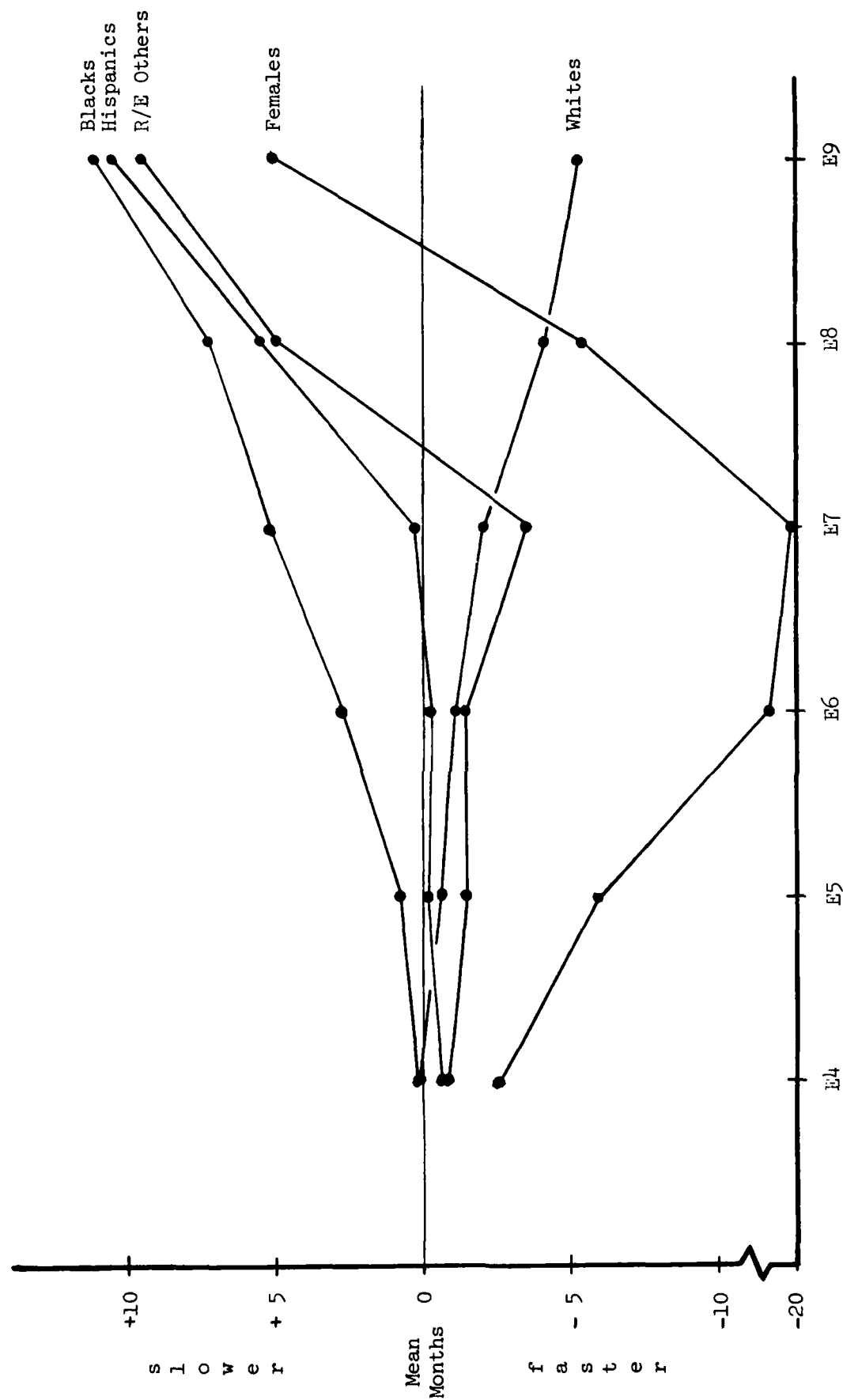


Figure 11. Speed of promotion for enlisted grades E4 through E9 by demographic group for FY 1980.

corresponding amount between 1974 and 1976. For both Hispanics and R/E others the DMGs for grades E8 and E7 show some decrease since 1976. The DMG for E9 females has decreased since 1976, while those for E8 and E7 have become generally more negative. The DMG for E5 females seems to have increased slightly toward zero.

Figure 12 shows differences in months to make grades between blacks and whites by grade by years.² The trends for enlisted blacks discussed in the preceding paragraph are directly relevant to the data in the figure. A similar figure for the years 1971 through 1975 from the Nordlie and Carroll (1976) investigation is presented in the Department of the Army (1977, p. 4-3) pamphlet. The correspondence between the two data sets for the common years is less than perfect. Generally, the counts reported by Nordlie and Carroll seem similar enough for whites to those reported here to be accounted for by the as of file date differences, but for blacks for most grades are about 10 percent larger. However, for 1974 E5, E6, and E7 and for 1975 E6, the Nordlie and Carroll data indicate smaller counts for blacks than are reported here. While documentation of the data extraction methods of Nordlie and Carroll is unavailable, it appears likely that some unknown divergence of methods exists.

Speed of promotion by education level. To assess the relationship between speed of promotion and education level for enlisted personnel, education level was trichotomized as in Nordlie and Carroll. Medium education was assigned to persons with high school completion or equivalent. Low and high education levels were assigned personnel with fewer and more years of education, respectively. Further, education level is updated in DMDC master edited files. Complete data tables are found in Appendix A, pages A-77 to A-97. In interpreting these data, a difference of a month or less is arbitrarily considered an inconsequential difference. Further, where the number of persons in a given category is fewer than 50, caution is advised.

In 1980, soldiers with high education levels achieved grade faster than those of medium education for grades E5 and above. Figures 13 and 14 show these data. This relationship also held for the same grades within each demographic group where numbers were not small. There are few soldiers with low education at the grades of E7 or above. At E6 and below, little or no overall difference exists between the speed of promotion of low education and medium education soldiers. Disregarding the low education category, females are found in 1980 to have achieved grades for every education level and grade faster than all other groups with the exception of high education whites at grades E8 and E9. Further, blacks achieved grade slower than all other groups at every grade level above E4 for each education level, with the exception of high education Hispanics at grade E9 and at grades E8 and E5 where the MMG are the same for high education Hispanics and blacks. Medium education females achieved grade faster than high education blacks and Hispanics at grades E5 through E9.

²The reader is reminded the measure DMG is based on total service time rather time in previous grade. Similar findings would not necessarily be found had the time in previous grade been computed. It was not calculated (1) because development of measures not employed by Nordlie et al. was beyond the scope of this effort and (2) because of the considerable computational obstacles involving extensive merging of files for different years needed to produce the time in previous grade computations.

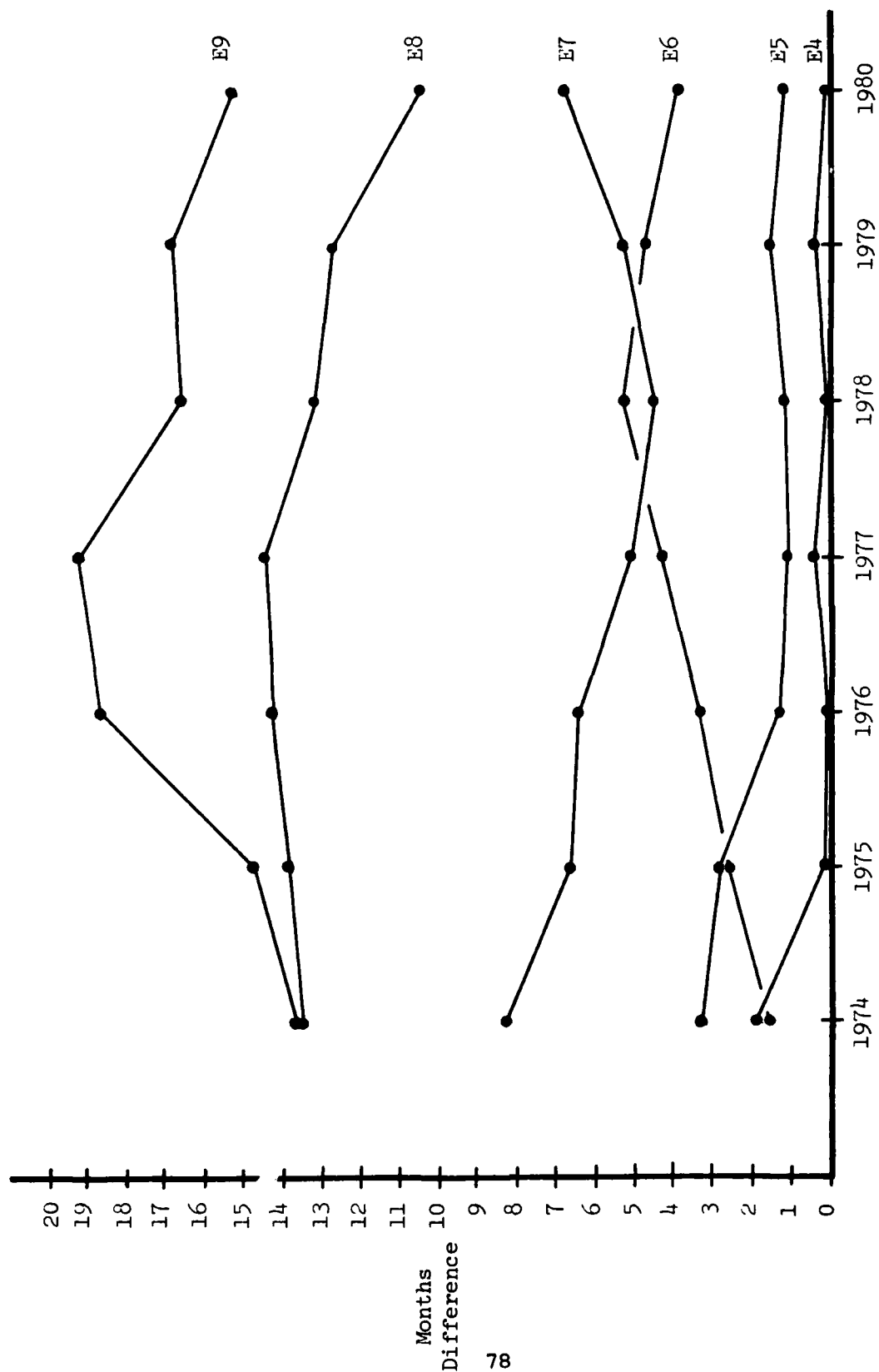


Figure 12. Changes in speed of promotion between blacks and whites for E4 through E9 by year (months difference = MMG(B) - MMG(W)).

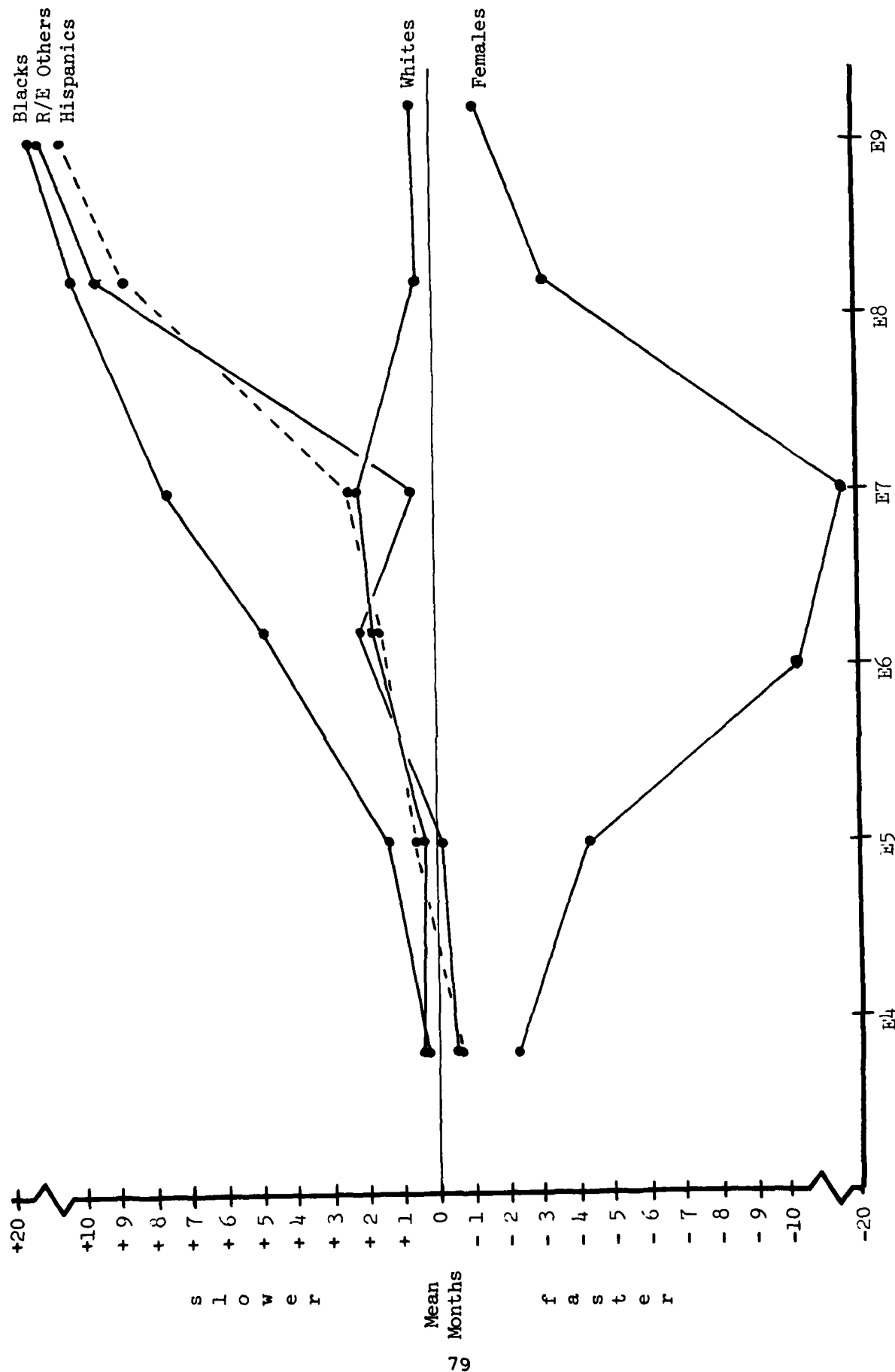


Figure 13. Speed of promotion for medium education level enlisted personnel by grade by demographic group for FY 1980.

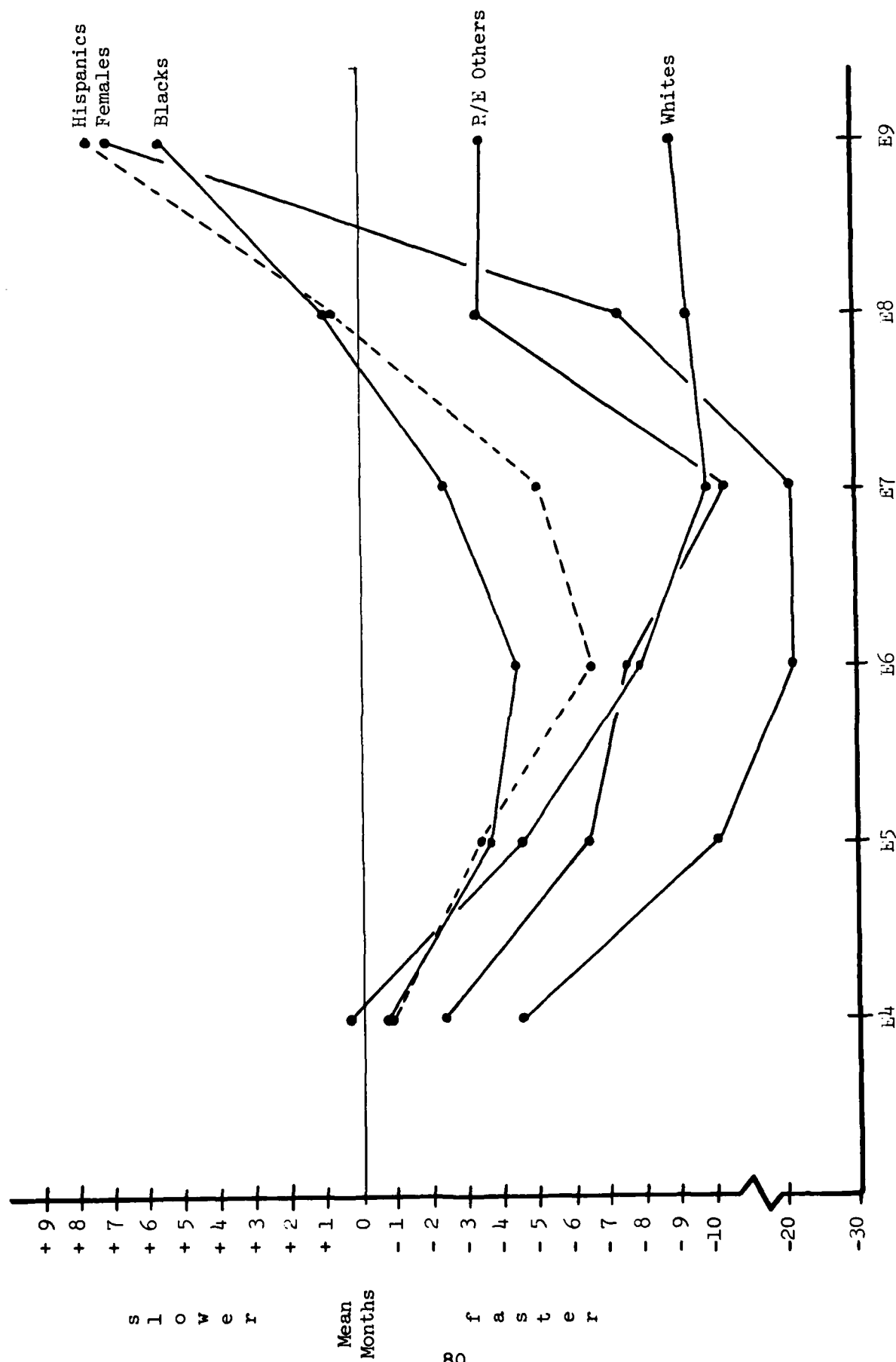


Figure 14. Speed of promotion for high education level enlisted personnel by grade by demographic group for FY 1980.

Similarly, medium education level whites achieved E9 faster than, and E8 at about the same speed as, blacks and Hispanics of high education level. The picture that emerges from these data is that above E4, blacks have achieved grade slower than the other groups within education levels, Hispanics but slightly faster, R/E others and whites show similar speeds up to E8, and, finally, females attained grades the fastest through E7. When trends across years for MMG by education level are examined, little change in the conclusions is indicated. Clearly, education level as a control variable is unable to account for group differences in speed of promotion in 1980 data.

Speed of promotion by mental category. To explore the relationship between speed of promotion and mental categories, enlisted personnel were assigned to either the high mental level or low mental level depending upon the values of the DMDC variable of AFQT percentile. Thus, replicating as nearly as possible the procedures used by Nordlie and Carroll and presented in the DA pamphlet, high mental level includes soldiers of mental categories I and II (a percentile rank of 65 or better on various standardized tests of developed abilities taken at entry into the Army and not updated), and the low mental level includes soldiers of other categories. These measures are unavailable for either officer or female personnel.

In 1980 whites of high mental level achieved grades sooner than high mental level blacks and Hispanics for grades E5 through E9. High mental level R/E others were promoted faster than high mental level whites at grades E8 and E5. In general, high mental level soldiers would logically be expected to achieve grade sooner than low mental level soldiers. Paradoxically, the reverse is the case for all of the groups at E4, though the differences are small (see Figures 15 and 16). Further, low mental level blacks were promoted faster than high mental level blacks at E7 and E8. In addition, low mental level whites achieved grade faster than high mental level blacks at grades E8, E7, and E4 and faster than high mental level soldiers of all groups except whites at E9.

The phenomena of high mental level blacks being promoted more slowly at some grades than both low mental level blacks and low mental level whites is certainly anomalous. This pattern is in evidence to a greater or lesser degree for two or more enlisted grades from 1974 through 1980 (see Appendix A, pages A-77 to A-97), in addition to the similar findings reported in the DA pamphlet. While speculative interpretations have been suggested (cf. Butler, 1976), the data at hand are quite inadequate to ascertain the validity of any explanations. What does seem clear is that mental level used as a control variable does not account for group differences in speed of promotion.

Separations from the Army

By examining who actually left the Army regardless of reason, a global perspective on how the force is changing can be obtained. Only the fiscal year 1980 cumulative loss file for the Army was interrogated. The most reasonable, though admittedly imperfect, eligible population available was judged to be the master file data of 30 September 1979. Appendix A, pages A-98 to A-108, presents complete data tables.

Figure 17 shows the D.I. values for total separations of personnel from the Army. Blacks, Hispanics, and R/E others are underrepresented, while females and whites are overrepresented. When D.I. values are calculated separately for

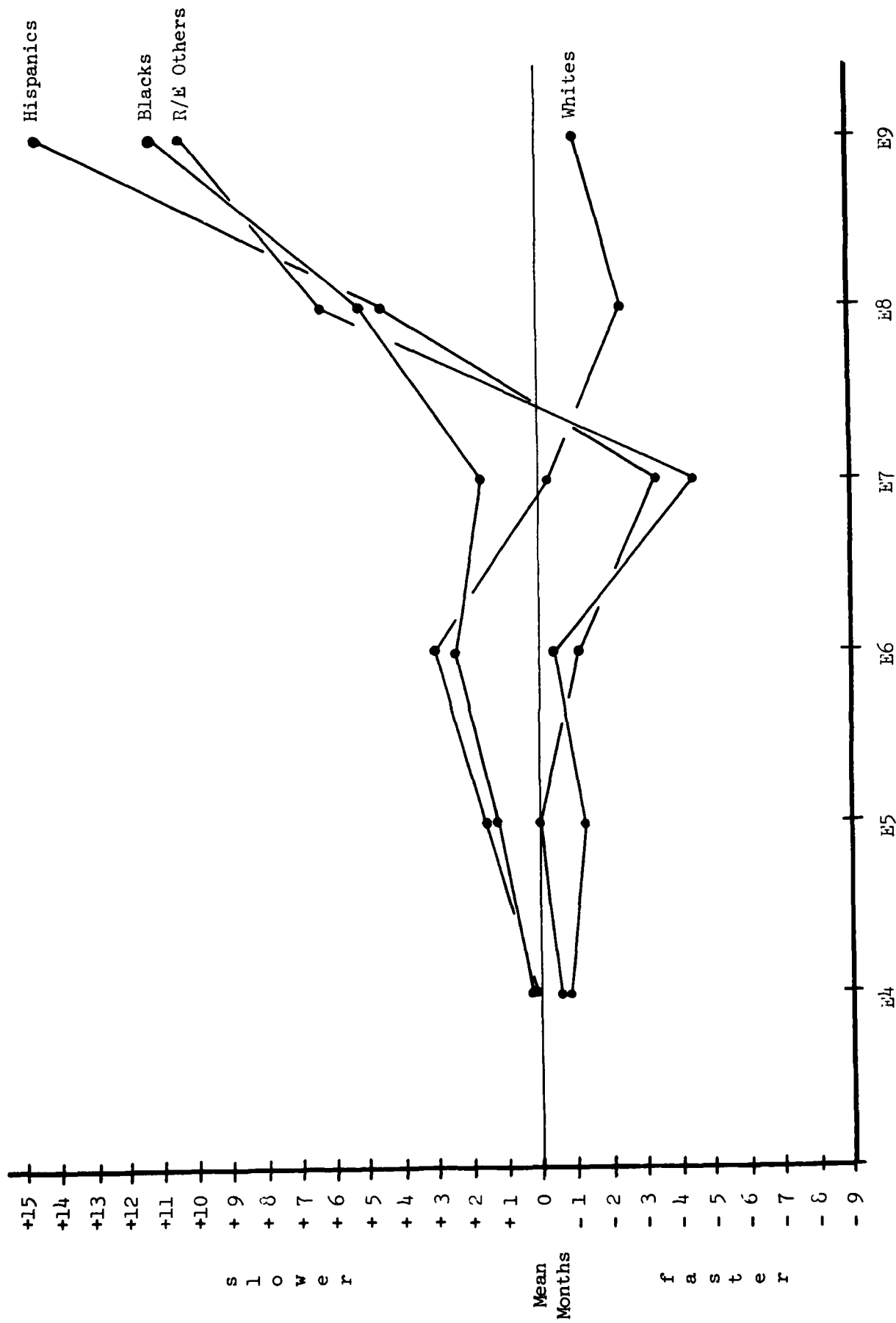


Figure 15. Speed of promotion for low AFQT enlisted personnel by grade by demographic group for FY 1980.

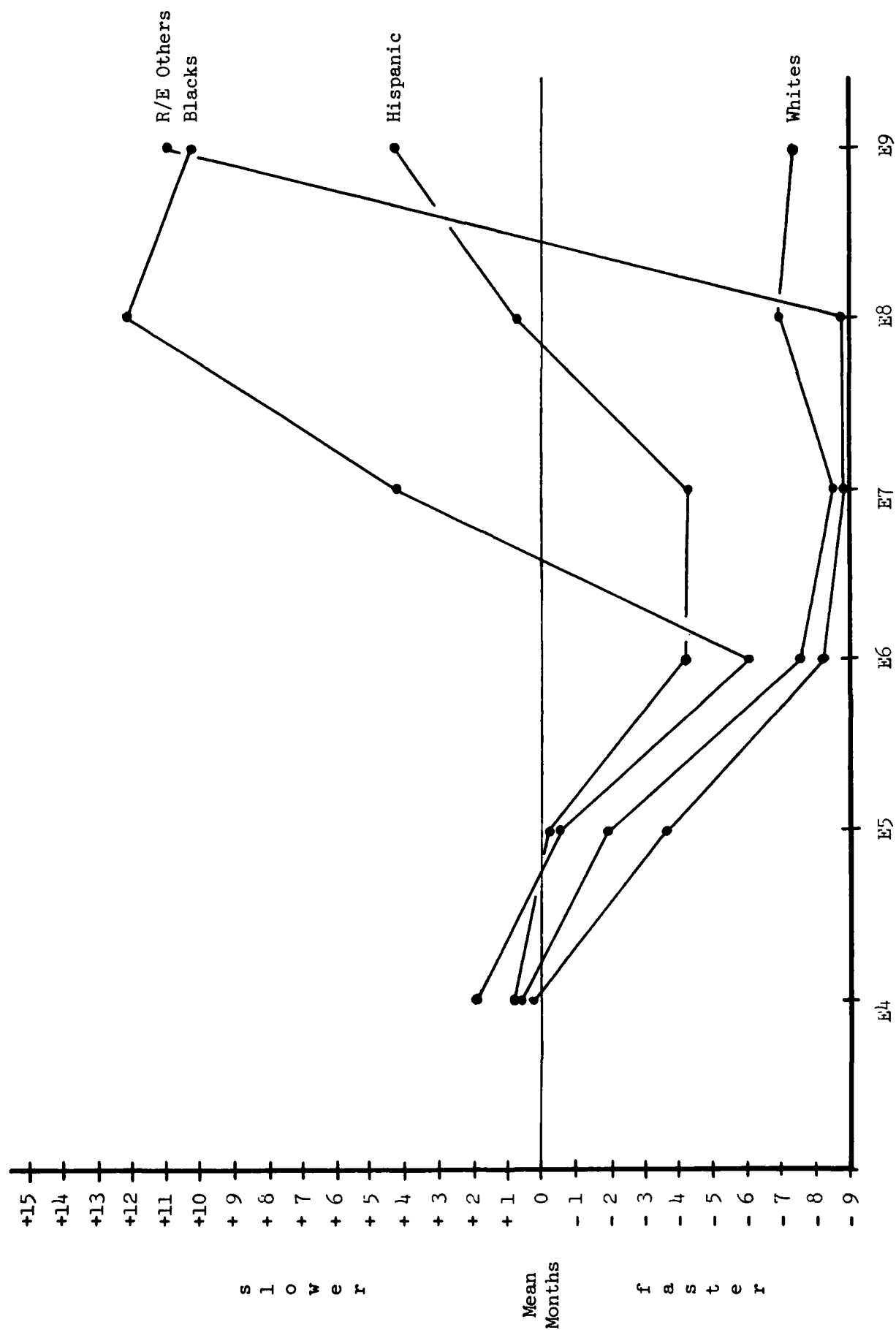


Figure 16. Speed of promotion for high AFQT enlisted personnel by grade by demographic group for FY 1980.

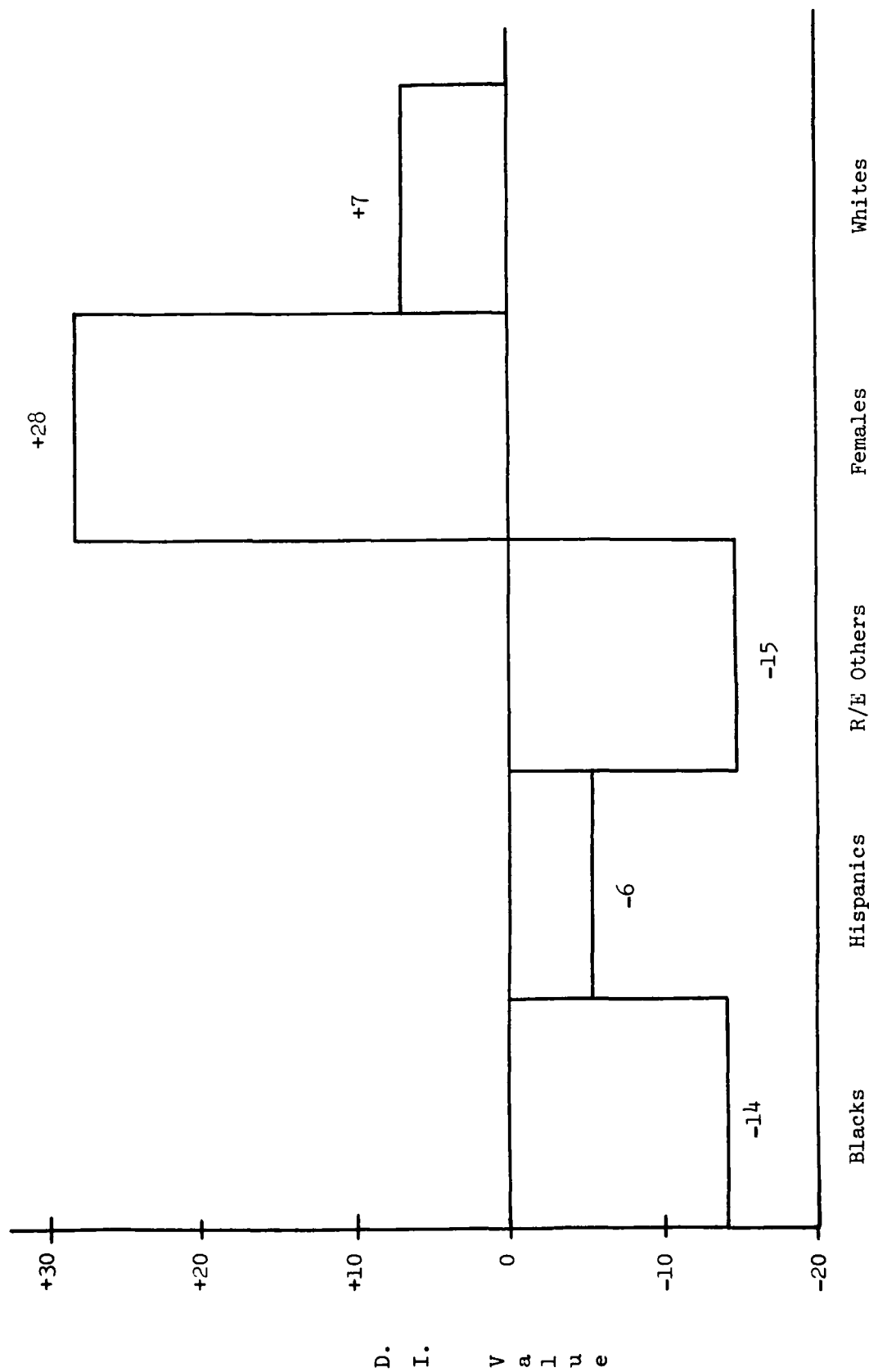


Figure 17. Difference indicators for total separations for FY 1980 by demographic group.

officers and enlisted personnel, little change is evident, although officer losses for Hispanics and R/E others are small enough to indicate some caution.

Table 4 presents the estimated rates of separation for fiscal year 1980 based upon the strength of each group at each grade as of 30 September 1979. Several officer grades with numerically small losses are combined, and grade E1 is omitted because of its numerical instability. Complete data, however, may be found in Appendix A, pages A-99 to A-103.

While it seems reasonable to expect that whites would be separating due to retirement at a higher rate at both senior enlisted and senior officer grades because of historical numerical dominance and consequential greater mean time in service, the differentially high separation rates are not entirely attributable to such a phenomenon. Disregarding for the moment the pattern of separation of females, whites are separating at a higher rate than other groups at 03, combined warrant officer, and E8 through E2 grades. If grades with small counts are ignored (see Table 4), the pattern becomes more distinct. Whites are separating at a higher rate than other groups at 06+, 03, 02, combined warrant officer, and all enlisted grades. Females are separating at the highest rate of all groups at 06+, 05, 02, combined warrant officer, E9, E6, E5, E3, and E2 grades. Eliminating grades with small counts, the list becomes grades 06+, 05, 02, E6, E5, E3, and E2.

Having used fundamentally the same computer program on the loss file, it was incidentally observed from the mental level breakouts that, for every grade E3 through E9, soldiers of high mental level were more likely to separate than were low mental level soldiers. For grades E2 through E9 combined, the separation rates, calculated as in Table 4, were .1997 for low mental level and .2175 for high mental level soldiers, the largest rate difference of .111 existing at grade E5.

Separations by Occupational Areas

After estimating for officers and enlisted personnel, the proportion of each group separating from the Army during fiscal year 1980 by dividing the actual separation counts by the 30 September 1979 strengths for each group, D.I. values were calculated (Appendix A, pages A-106 to A-108), indicating the relative separation pattern between occupational areas within each group. Here the D.I. values for a given group would all be zero if the separation rates were the same across occupations for that group.

For officers the serious problem of small expected numbers is encountered, and the data must be taken as suggestive rather than conclusive. In 1980, blacks, females, and Hispanics among Scientists and Professionals were separating at relatively high rates. Females among Intelligence Officers and Administrators were separating at relatively low rates. Whites among Tactical Operations Officers and Intelligence Officers separated at relatively low rates and among General Officers and Engineering and Maintenance Officers at relatively high rates.

For enlisted personnel the 1980 data are revealing of separation patterns. The D.I. value for the Nonoccupational area should be ignored because of instability of the Base Population number. Blacks were relatively less likely to separate among Electronic Equipment Repairmen, Medical and Dental Specialists,

Table 4

Separation rates for FY 80 in comparison to
strength as of 30 September 1979
by group by grade.

	Blacks	Hispanics	R/E Others	Females	Whites
06+	.14	.19 ^a	.14 ^a	.30	.16
05	.14	.13 ^a	.17	.18	.13
04	.07	.10 ^a	.12	.05	.06
03	.09	.06 ^a	.09	.06	.10
02	.08	.11 ^a	.07 ^a	.12	.10
01	.05	.04 ^a	.04 ^a	.04	.02
All WO	.10	.07 ^a	.07 ^a	.16 ^a	.11
E9	.16	.20 ^a	.25 ^a	.27 ^a	.22
E8	.13	.15	.19	.14 ^a	.20
E7	.09	.09	.11	.09	.13
E6	.05	.06	.07	.14	.10
E5	.13	.19	.18	.28	.25
E4	.25	.32	.28	.34	.37
E3	.14	.13	.14	.19	.17
E2	.22	.19	.16	.32	.27

Note: Rates of separation are calculated by dividing the actual number of separations of each grade and demographic group category during FY 80 by the actual strength in the same grade and demographic group category as of 30 Sep 79.

^aCategories with small counts,
number of separations 25 or less.

Other Technical and Allied Specialists, and Functional Support and Administration occupational areas and relatively more likely among Communication and Intelligence Specialists and Service and Supply Handlers.³ Hispanics have a similar pattern except for being relatively more likely to separate among Electrical and Mechanical Equipment Repairmen and Craftsmen and for displaying little or no disparity among Communications and Intelligence Specialists or Service and Supply Handlers. R/E others were less likely to separate among Electronic Equipment Repairmen and Functional Support and Administration and more likely among other occupational areas. Whites were more likely to separate among Electronic and Mechanical Equipment Repairmen, Craftsmen, and Service and Supply Handlers and less likely to separate among all other areas except Infantry and Gun Crews. Females show a particularly distinctive separation pattern. They were less likely to separate among Medical and Dental Specialists, Other Technical and Allied Specialists, and Functional Support and Administrative occupational areas, and relatively more likely to separate among other areas except among Communication and Intelligence Specialists where little disparity from the overall estimated separation rate for females is observed. The separation rate for females in those relatively few specific jobs open to women among the Infantry and Gun Crews occupational area seems exceptionally high.

CONCLUSIONS

Institutional discrimination, as defined, would appear to persist in the U.S. Army through 1980. Over the years progress has been made in some realms, while other findings point to constant or, in some instances, increasingly disparate circumstances.

Neither is there an expectation nor is it necessarily a goal to be sought that all groups should be the same on the types of measures used in this research. However, areas where differences are increasing over time are deserving of analytic attention of decision makers. Undoubtedly, numerous and complex factors have caused and continue to affect the circumstances of the individuals comprising the demographic groups considered here. Some of the antecedents may be within the domain of influence of the Army; many others may not be. A first step would be to establish what factors are of the former category.

Not all differences among groups observed are equal in the degree to which they run counter to a sense of rationality. For example, the finding that low mental level persons of one group are promoted faster at several noncommissioned officer grades than high mental level persons is more enigmatic than observing that various groups achieve grades at different rates overall. The groups probably do not enter the Army with identical average qualifications--not to imply that all such differences at entrance necessarily account for all of the speed differences. But how is the persistent anomalous relationship between measured mental level and promotion speed to be understood? This research effort serves as a beginning for analysis and not as a vehicle for conclusions concerning the status of minority and female soldiers in the Army. Further analysis of up-to-date data is required to determine where the Army is headed. Before conclusions

³The result of a statistical test ($\chi^2 (7) = 5.74, p < .7$) of this finding for blacks suggests it would not be expected to remain stable across years.

are drawn, the ideal needs to be defined so that steps can be taken to move in the direction of that ideal.

REFERENCES

- Alvarez, R., & Lutterman, K. G. (Eds.). Discrimination in organizations. San Francisco: Jossey-Bass, 1979.
- Butler, J. S. Inequality in the military: An examination of promotion time for black and white enlisted men. American Sociological Review, 1976, 41 (5), 807-818.
- Cooper, R. V. L. Military manpower and the all-volunteer force. Santa Monica, Calif.: The Rand Corporation, September 1977.
- Crotser, J. Analysis of the data on ethnic group as reported by the military services. Monterey, Calif.: Internal working paper of the Defense Manpower Data Center, October 1976.
- Department of Defense, Office of the Assistant Secretary of Defense, Manpower, Reserve Affairs and Logistics. Occupational conversion manual. (DoD 1312.1-M). September 1980.
- Department of the Army. Measuring changes in institutional racial discrimination in the Army. Pamphlet No. 600-43. Washington, D.C.: 1977.
- Eitelberg, M. J. American youth and military representation: In search of a perfect portrait. Youth and Society, 1978, 10(1), 5-32.
- Eitelberg, M. J. Evaluation of Army representation. ARI Technical Report TR-77-A9, August 1977 (AD A041073).
- Feagin, J. R., & Feagin, C. B. Discrimination American style: Institutional racism and sexism. Englewood Cliffs, N.J.: Prentice-Hall, 1978.
- Goehring, D. J. Measuring institutional discrimination in an infantry division. ARI Technical Report, in press.
- Goehring, D. J. Reliability of a measure of institutional discrimination against minorities. ARI Technical Report 429, 1979.
- Griggs v. Duke Power Co., 401 U.S. 424 (1971).
- Janowitz, M., & Moskos, C. Five years of the all-volunteer force: 1973-1978. Armed Forces and Society, 1979, 5, 171-218.
- Janowitz, M., & Moskos, C. Racial composition in the all-volunteer force. Armed Forces and Society, 1974, 1(1), 109-123.
- Knowles, L. L., & Prewitt, K. (Eds.). Institutional racism in America. Englewood Cliffs, N.J.: Prentice-Hall, 1969.
- Nordlie, P. G., & Carroll, R. M. Differences in the speed of promotion of blacks and whites with education and AFQT score as control variables. ARI Research Problem Review 76-14, December 1976.

Nordlie, P. G., Edmonds, W. S., & Goehring, D. J. Commanders' handbook for assessing institutional discrimination in their units. ARI Technical Report 78-B13, 1978.

Nordlie, P. G., Thomas, J. A., & Sevilla, E. R. Measuring changes in institutional racial discrimination in the Army. ARI Technical Paper 270, December 1975 (AD A023112).

O'Connor, R. D. Treatment of Race and Sex Discriminatory Behavior Patterns. In G. A. Harris (Ed.) The group treatment of human problems. New York: Grune & Stratton, 1977.

Schexnider, A. J., & Butler, J.S. Race and the all-volunteer system: A reply to Janowitz and Moskos. Armed Forces and Society, 1976, 2 (3), 421-432.

Shields, P.M. Enlistment during the Vietnam era and the "representation" issue of the All-Volunteer Force. Armed Forces and Society, 1980, 7 (1), 133-151.

Willie, C.V. (Ed.). Institution racism: In search of a perspective. Chicago: Transaction, 1974.

APPENDIX A

DATA AND CALCULATIONS FOR EACH DIFFERENCE INDICATOR¹

	Page
A. Personnel in the Army ²	A-1
B. Officer Grades	A-6
C. Enlisted Grades	A-24
D. Officer Occupational Areas	A-39
E. Enlisted Occupational Areas	A-52
F. Speed of Promotion Officers	A-70
G. Speed of Promotion Enlisted	A-77
H. Separations	A-98

¹The computer program employed did not round the expected numbers to integer values in calculating the difference indicators. Consequently, when expected numbers are very small, difference indicator values may vary slightly from values calculated from the integer valued expected numbers presented in the tables. See, for example, Table B.1 General Officers, Hispanics.

²Expected proportions in this section summed by year across nongender groups exceed 100 percent because census estimates of Hispanics are not mutually exclusive of race.

A.1 PERSONNEL IN THE ARMY

BLACKS

Base Population is: Total personnel in the Army

Expected Proportion is: Proportion of Blacks in U.S. population

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.114	780,344	88,959	147,164	.188	+ 65
1975	.115	781,129	89,830	155,380	.199	+ 73
1976	.115	778,283	89,502	169,056	.217	+ 89
1977	.115	777,744	89,440	184,660	.237	+106
1978	.116	766,917	88,962	200,756	.262	+126
1979	.116	754,428	87,514	217,258	.288	+148
1980	.116	772,376	89,596	228,476	.296	+155

HISPANICS

Base Population is: Total personnel in the Army

Expected Proportion is: Proportion of Hispanics in U.S. population

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.050	778,283	38,914	24,948	.032	-36
1977	.052	777,744	40,443	25,739	.033	-36
1978	.054	766,917	41,414	26,931	.035	-35
1979	.056	754,428	42,248	28,344	.038	-33
1980	.058	772,376	44,798	30,576	.040	-32

RACIAL/ETHNIC OTHERS

Base Population is: Total personnel in the Army

Expected Proportion is: Proportion of Racial/Ethnic Others in U.S. population

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.018	778,283	14,009	19,411	.025	+38
1977	.018	777,744	13,999	21,017	.027	+50
1978	.019	766,917	14,571	22,297	.029	+53
1979	.019	754,428	14,334	22,900	.030	+60
1980	.020	772,376	15,448	23,069	.030	+49

A.1 PERSONNEL IN THE ARMY

FEMALES

Base Population is: Total personnel in the Army

Expected Proportion is: Proportion of Females in U.S. population

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.513	780,344	400,316	30,695	.039	-92
1975	.513	781,129	400,719	42,333	.054	-89
1976	.513	778,283	399,259	49,606	.064	-88
1977	.514	777,744	399,760	51,790	.066	-87
1978	.514	766,917	394,195	56,570	.074	-86
1979	.514	754,428	387,776	61,692	.082	-84
1980	.514	772,376	397,001	68,959	.089	-83

WHITES

Base Population is: Total personnel in the Army

Expected Proportion is: Proportion of Whites in U.S. population

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.870	780,344	678,899	579,487	.743	-15
1975	.869	781,129	678,801	599,137	.767	-12
1976	.868	778,283	675,550	557,763	.717	-17
1977	.867	777,744	674,304	544,662	.700	-19
1978	.866	766,917	664,150	514,709	.671	-22
1979	.864	754,428	651,826	483,797	.641	-26
1980	.863	772,376	666,560	481,492	.623	-28

A.2 OFFICERS AND WARRANT OFFICERS

BLACKS

Base Population is: Total officers and warrant officers in the Army

Expected Proportion is: Proportion of Blacks in U.S. population

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.114	105,998	12,084	4,737	.045	-61
1975	.115	102,975	11,842	4,922	.048	-58
1976	.115	98,276	11,302	5,130	.052	-55
1977	.115	97,711	11,237	5,934	.061	-47
1978	.116	97,583	11,320	6,197	.064	-45
1979	.116	97,450	11,304	6,580	.068	-42
1980	.116	98,660	11,444	7,045	.071	-38

A.2 OFFICERS AND WARRANT OFFICERS

HISPANICS

Base Population is: Total officers and warrant officers in the Army

Expected Proportion is: Proportion of Hispanics in U.S. population

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.050	98,276	4,914	985	.010	-80
1977	.052	97,711	5,081	917	.009	-82
1978	.054	97,583	5,269	923	.009	-82
1979	.056	97,450	5,457	969	.010	-82
1980	.058	98,660	5,722	1,023	.010	-82

RACIAL/ETHNIC OTHERS

Base Population is: Total officers and warrant officers in the Army

Expected Proportion is: Proportion of Racial/Ethnic Others in U.S. population

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.018	98,276	1,769	1,460	.015	-17
1977	.018	97,711	1,759	1,812	.018	+ 3
1978	.019	97,583	1,854	1,623	.017	-12
1979	.019	97,450	1,852	1,829	.019	- 1
1980	.020	98,660	1,973	1,799	.018	- 9

FEMALES

Base Population is: Total officers and warrant officers in the Army

Expected Proportion is: Proportion of Females in U.S. population

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.513	105,998	54,377	4,375	.041	-92
1975	.513	102,975	52,826	4,630	.045	-91
1976	.513	98,276	50,416	5,146	.052	-90
1977	.514	97,711	50,223	5,697	.058	-89
1978	.514	97,583	50,158	6,282	.064	-87
1979	.514	97,450	50,089	6,877	.070	-86
1980	.514	98,660	50,711	7,610	.077	-85

A.2 OFFICERS AND WARRANT OFFICERS

WHITES

Base Population is: Total officers and warrant officers in the Army

Expected Proportion is: Proportion of Whites in U.S. population

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.870	105,998	92,218	97,761	.922	+6
1975	.869	102,975	89,485	93,517	.908	+4
1976	.868	98,276	85,304	84,368	.858	-1
1977	.867	97,711	84,715	87,871	.899	+4
1978	.866	97,583	84,507	87,065	.892	+3
1979	.864	97,450	84,197	86,379	.886	+2
1980	.863	98,660	85,144	86,064	.872	+1

A.3 ENLISTED PERSONNEL

BLACKS

Base Population is: Total enlisted personnel in the Army

Expected Proportion is: Proportion of Blacks in U.S. population

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.114	674,346	76,875	142,427	.211	+ 85
1975	.115	678,154	77,988	150,458	.222	+ 93
1976	.115	680,007	78,201	163,926	.241	+110
1977	.115	680,033	78,204	178,726	.263	+128
1978	.116	669,334	77,643	194,559	.291	+150
1979	.116	656,978	76,209	210,678	.321	+176
1980	.116	673,716	78,151	221,431	.329	+183

HISPANICS

Base Population is: Total enlisted personnel in the Army

Expected Proportion is: Proportion of Hispanics in U.S. population

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.050	680,007	34,000	23,963	.035	-30
1977	.052	680,033	35,362	24,822	.036	-30
1978	.054	669,334	36,144	26,008	.039	-28
1979	.056	656,978	36,791	27,375	.042	-26
1980	.058	673,716	39,076	29,553	.044	-24

A.3 ENLISTED PERSONNEL

RACIAL/ETHNIC OTHERS

Base Population is: Total enlisted personnel in the Army

Expected Proportion is: Proportion of Racial/Ethnic Others in U.S. population

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1975	.017	678,154	11,529	12,835	.019	+11
1976	.018	680,007	12,240	17,951	.026	+47
1977	.018	680,033	12,240	19,205	.028	+57
1978	.019	669,334	12,717	20,674	.031	+62
1979	.019	656,978	12,482	21,071	.032	+69
1980	.020	673,716	13,474	21,270	.032	+58

FEMALES

Base Population is: Total enlisted personnel in the Army

Expected Proportion is: Proportion of Females in U.S. population

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.513	674,346	345,940	26,320	.039	-92
1975	.513	678,154	347,893	37,703	.056	-89
1976	.513	680,007	348,844	44,460	.065	-87
1977	.514	680,033	349,537	46,093	.068	-87
1978	.514	669,334	344,038	50,288	.075	-85
1979	.514	656,978	337,687	54,815	.083	-84
1980	.514	673,716	346,290	61,349	.091	-82

WHITES

Base Population is: Total enlisted personnel in the Army

Expected Proportion is: Proportion of Whites in U.S. population

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.870	674,346	586,681	481,726	.714	-18
1975	.869	678,154	589,316	505,620	.746	-14
1976	.868	680,007	590,246	473,395	.696	-20
1977	.867	680,033	589,589	456,791	.672	-22
1978	.866	669,334	579,643	427,644	.639	-26
1979	.864	656,978	567,629	397,418	.605	-30
1980	.863	673,716	581,417	395,428	.587	-32

B.1 GENERAL OFFICERS

BLACKS

Base Population is: Total general officers in the Army

Expected Proportion is: Proportion of Army Officers who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.045	481	22	12	.025	-44
1975	.048	458	22	12	.026	-45
1976	.052	449	23	13	.029	-44
1977	.061	450	27	13	.029	-52
1978	.064	432	27	18	.042	-34
1979	.068	420	28	22	.052	-22
1980	.071	433	31	24	.055	-22

HISPANICS

Base Population is: Total general officers in the Army

Expected Proportion is: Proportion of Army Officers who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.010	449	4	3	.007	- 33
1977	.009	450	4	3	.007	- 29
1978	.009	432	4	4	.009	- 2
1979	.010	420	4	3	.007	- 28
1980	.010	433	4	3	.007	- 33

RACIAL/ETHNIC OTHERS

Base Population is: Total general officers in the Army

Expected Proportion is: Proportion of Army Officers who are R/E Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.015	449	7	1	.002	-85
1977	.019	450	8	1	.002	-88
1978	.017	432	7	1	.002	-86
1979	.019	420	8	1	.002	-87
1980	.018	433	8	2	.005	-75

B.1 GENERAL OFFICERS

FEMALES

Base Population is: Total general officers in the Army

Expected Proportion is: Proportion of Army Officers who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.041	481	20	2	.004	-90
1975	.045	458	21	2	.004	-90
1976	.052	449	24	2	.004	-92
1977	.058	450	26	2	.004	-92
1978	.064	432	28	2	.005	-93
1979	.071	420	30	2	.005	-93
1980	.077	433	33	2	.005	-94

WHITES

Base Population is: Total general officers in the Army

Expected Proportion is: Proportion of Army Officers who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.922	481	444	467	.971	+ 5
1975	.908	458	416	444	.969	+ 7
1976	.858	449	386	432	.962	+12
1977	.899	450	405	433	.962	+ 7
1978	.892	432	385	409	.947	+ 6
1979	.886	420	372	392	.933	+ 5
1980	.872	433	378	404	.933	+ 7

B.2 O6 OFFICERS

BLACKS

Base Population is: Total O6 officers in the Army

Expected Proportion is: Proportion of Army Officers who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.045	5,173	231	112	.022	-52
1975	.048	4,837	231	138	.028	-40
1976	.052	4,492	234	162	.036	-31
1977	.061	4,651	282	180	.039	-36
1978	.064	4,449	282	189	.042	-33
1979	.068	4,426	299	189	.043	-37
1980	.071	4,614	330	213	.046	-35

B.2 06 OFFICERS

HISPANICS

Base Population is: Total 06 officers in the Army

Expected Proportion is: Proportion of Army Officers who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.010	4,492	45	41	.009	- 9
1977	.009	4,651	44	37	.008	-15
1978	.009	4,449	42	31	.007	-26
1979	.010	4,426	44	33	.007	-25
1980	.010	4,614	48	34	.007	-29

RACIAL/ETHNIC OTHERS

Base Population is: Total 06 officers in the Army

Expected Proportion is: Proportion of Army Officers who are R/E Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.015	4,492	67	58	.013	-13
1977	.019	4,651	86	55	.012	-36
1978	.017	4,449	74	49	.011	-34
1979	.019	4,426	83	50	.011	-40
1980	.018	4,614	84	54	.012	-36

FEMALES

Base Population is: Total 06 officers in the Army

Expected Proportion is: Proportion of Army Officers who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.041	5,173	214	55	.011	-74
1975	.045	4,837	218	57	.012	-74
1976	.052	4,492	235	88	.020	-63
1977	.058	4,651	271	108	.023	-60
1978	.064	4,449	286	98	.022	-66
1979	.071	4,426	312	96	.022	-69
1980	.077	4,614	356	90	.020	-75

B.2 06 OFFICERS

WHITES

Base Population is: Total 06 officers in the Army

Expected Proportion is: Proportion of Army Officers who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.922	5,173	4,771	4,978	.962	+4
1975	.908	4,837	4,393	4,609	.953	+5
1976	.858	4,492	3,856	4,203	.936	+9
1977	.899	4,651	4,183	4,374	.940	+5
1978	.892	4,449	3,970	4,171	.938	+5
1979	.886	4,426	3,923	4,140	.935	+6
1980	.872	4,614	4,025	4,284	.928	+6

B.3 05 OFFICERS

BLACKS

Base Population is: Total 05 officers in the Army

Expected Proportion is: Proportion of Army Officers who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.045	11,480	513	629	.055	+23
1975	.048	11,054	528	581	.052	+10
1976	.052	10,936	571	521	.048	- 9
1977	.061	11,186	679	567	.051	-17
1978	.064	11,043	701	568	.051	-19
1979	.068	11,077	748	580	.052	-22
1980	.071	11,151	796	538	.048	-32

HISPANICS

Base Population is: Total 05 officers in the Army

Expected Proportion is: Proportion of Army Officers who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.010	10,936	110	163	.015	+49
1977	.009	11,186	105	97	.009	- 8
1978	.009	11,043	104	95	.009	- 9
1979	.010	11,077	110	107	.010	- 3
1980	.010	11,151	116	114	.010	- 1

B.3 05 OFFICERS

RACIAL/ETHNIC OTHERS

Base Population is: Total 05 officers in the Army

Expected Proportion is: Proportion of Army Officers who are R/E Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.015	10,936	163	178	.016	+10
1977	.019	11,186	207	178	.016	-14
1978	.017	11,043	184	143	.013	-22
1979	.019	11,077	208	152	.014	-27
1980	.018	11,151	203	156	.014	-23

FEMALES

Base Population is: Total 05 officers in the Army

Expected Proportion is: Proportion of Army Officers who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.041	11,480	474	437	.038	- 8
1975	.045	11,054	497	363	.033	-27
1976	.052	10,936	573	279	.026	-51
1977	.058	11,186	652	246	.022	-62
1978	.064	11,043	711	223	.020	-69
1979	.071	11,077	782	232	.021	-70
1980	.077	11,151	860	269	.024	-69

WHITES

Base Population is: Total 05 officers in the Army

Expected Proportion is: Proportion of Army Officers who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.922	11,480	10,588	10,612	.924	0
1975	.908	11,054	10,039	10,257	.928	+2
1976	.858	10,936	9,388	9,993	.914	+6
1977	.899	11,186	10,060	10,332	.924	+3
1978	.892	11,043	9,853	10,212	.925	+4
1979	.886	11,077	9,817	10,220	.923	+4
1980	.872	11,151	9,727	10,307	.924	+6

B.4 04 OFFICERS

BLACKS

Base Population is: Total 04 officers in the Army

Expected Proportion is: Proportion of Army Officers who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.045	17,734	792	895	.050	+13
1975	.048	17,120	818	855	.050	+ 4
1976	.052	16,906	882	845	.050	- 4
1977	.061	16,547	1,005	809	.049	-20
1978	.064	16,310	1,036	781	.048	-25
1979	.068	16,003	1,081	727	.045	-33
1980	.071	15,922	1,137	706	.044	-38

HISPANICS

Base Population is: Total 04 officers in the Army

Expected Proportion is: Proportion of Army Officers who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.010	16,906	169	159	.009	- 6
1977	.009	16,547	155	156	.009	0
1978	.009	16,310	154	157	.010	+ 2
1979	.010	16,003	159	140	.009	-12
1980	.010	15,922	165	126	.008	-24

RACIAL/ETHNIC OTHERS

Base Population is: Total 04 officers in the Army

Expected Proportion is: Proportion of Army Officers who are R/E Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.015	16,906	251	219	.013	-13
1977	.019	16,547	307	243	.015	-21
1978	.017	16,310	271	255	.016	- 6
1979	.019	16,003	300	283	.018	- 6
1980	.018	15,922	290	272	.017	- 6

B.4 04 OFFICERS

FEMALES

Base Population is: Total 04 officers in the Army

Expected Proportion is: Proportion of Army Officers who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.041	17,734	732	385	.022	-47
1975	.045	17,120	770	386	.022	-50
1976	.052	16,906	885	407	.024	-54
1977	.058	16,547	965	433	.026	-55
1978	.064	16,310	1,050	507	.031	-52
1979	.071	16,003	1,129	602	.038	-47
1980	.077	15,922	1,228	698	.044	-43

WHITES

Base Population is: Total 04 officers in the Army

Expected Proportion is: Proportion of Army Officers who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.922	17,734	16,356	16,439	.927	0
1975	.908	17,120	15,548	15,853	.926	+2
1976	.858	16,906	14,514	15,018	.888	+4
1977	.899	16,547	14,881	15,292	.924	+3
1978	.892	16,310	14,552	15,009	.920	+3
1979	.886	16,003	14,185	14,763	.922	+4
1980	.872	15,922	13,889	14,700	.923	+6

B.5 03 OFFICERS

BLACKS

Base Population is: Total 03 officers in the Army

Expected Proportion is: Proportion of Army Officers who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.045	31,935	1,427	1,403	.044	- 2
1975	.048	33,574	1,605	1,496	.044	- 7
1976	.052	31,510	1,645	1,488	.047	-10
1977	.061	30,619	1,860	1,675	.055	-10
1978	.064	28,559	1,814	1,713	.060	- 6
1979	.068	26,286	1,775	1,799	.068	+ 1
1980	.071	28,568	2,040	2,190	.077	+ 7

B.5 03 OFFICERS

HISPANICS

Base Population is: Total 03 officers in the Army

Expected Proportion is: Proportion of Army Officers who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.010	31,510	316	273	.009	-14
1977	.009	30,619	287	296	.010	+ 3
1978	.009	28,559	270	285	.010	+ 6
1979	.010	26,286	261	302	.011	+16
1980	.010	28,568	296	378	.013	+28

RACIAL/ETHNIC OTHERS

Base Population is: Total 03 officers in the Army

Expected Proportion is: Proportion of Army Officers who are R/E Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.015	31,510	468	354	.011	-24
1977	.019	30,619	568	480	.016	-16
1978	.017	28,559	475	435	.015	- 8
1979	.019	26,286	493	484	.018	- 2
1980	.018	28,568	521	559	.020	+ 7

FEMALES

Base Population is: Total 03 officers in the Army

Expected Proportion is: Proportion of Army Officers who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.041	31,935	1,318	1,341	.042	+ 2
1975	.045	33,574	1,510	1,538	.046	+ 2
1976	.052	31,510	1,650	2,156	.068	+31
1977	.058	30,619	1,785	2,385	.078	+34
1978	.064	28,559	1,838	2,390	.084	+30
1979	.071	26,286	1,855	2,568	.098	+38
1980	.077	28,568	2,204	3,072	.108	+39

B.5 03 OFFICERS

WHITES

Base Population is: Total 03 officers in the Army

Expected Proportion is: Proportion of Army Officers who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.922	31,935	29,453	29,711	.930	+1
1975	.908	33,574	30,962	30,490	.908	+2
1976	.858	31,510	27,051	27,903	.886	+3
1977	.899	30,619	27,536	27,928	.912	+1
1978	.892	28,559	25,481	25,713	.900	+1
1979	.886	26,286	23,300	23,311	.887	0
1980	.872	28,568	24,921	24,618	.862	-1

B.6 02 OFFICERS

BLACKS

Base Population is: Total 02 officers in the Army

Expected Proportion is: Proportion of Army Officers who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.045	12,005	536	496	.041	- 8
1975	.048	12,223	584	626	.051	+ 7
1976	.052	10,334	539	681	.066	+26
1977	.061	9,391	570	800	.085	+40
1978	.064	10,816	687	935	.086	+36
1979	.068	13,086	884	1,258	.096	+42
1980	.071	11,288	806	1,263	.112	+57

HISPANICS

Base Population is: Total 02 officers in the Army

Expected Proportion is: Proportion of Army Officers who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.010	10,334	104	145	.014	+40
1977	.009	9,391	88	85	.009	- 4
1978	.009	10,816	102	121	.011	+18
1979	.010	13,086	130	160	.012	+23
1980	.010	11,288	117	123	.011	+ 5

B.6 02 OFFICERS

RACIAL/ETHNIC OTHERS

Base Population is: Total 02 officers in the Army

Expected Proportion is: Proportion of Army Officers who are R/E Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.015	10,334	154	164	.016	+ 7
1977	.019	9,391	174	245	.026	+41
1978	.017	10,816	180	229	.021	+27
1979	.019	13,086	246	299	.023	+22
1980	.018	11,288	206	238	.021	+16

FEMALES

Base Population is: Total 02 officers in the Army

Expected Proportion is: Proportion of Army Officers who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.041	12,005	496	1,444	.120	+191
1975	.045	12,223	550	1,666	.136	+203
1976	.052	10,334	541	1,242	.120	+130
1977	.058	9,391	548	1,181	.126	+116
1978	.064	10,816	696	1,482	.137	+113
1979	.071	13,086	924	1,721	.132	+ 86
1980	.077	11,288	871	1,356	.120	+ 56

WHITES

Base Population is: Total 02 officers in the Army

Expected Proportion is: Proportion of Army Officers who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.922	12,005	11,072	11,130	.927	0
1975	.908	12,223	11,100	11,072	.906	0
1976	.858	10,334	8,872	8,405	.813	-5
1977	.899	9,391	8,445	8,089	.861	-4
1978	.892	10,816	9,650	9,316	.861	-4
1979	.886	13,086	11,599	11,292	.863	-3
1980	.872	11,288	9,847	9,463	.838	-4

B.7 01 OFFICERS

BLACKS

Base Population is: Total 01 officers in the Army

Expected Proportion is: Proportion of Army Officers who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.045	13,063	584	492	.038	-16
1975	.048	10,487	501	551	.052	+10
1976	.052	10,973	573	808	.074	+41
1977	.061	11,783	716	1,123	.095	+57
1978	.064	12,721	808	1,212	.095	+50
1979	.068	13,198	891	1,240	.094	+39
1980	.071	13,375	955	1,330	.099	+39

HISPANICS

Base Population is: Total 01 officers in the Army

Expected Proportion is: Proportion of Army Officers who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.010	10,973	110	84	.008	-24
1977	.009	11,783	111	121	.010	+ 9
1978	.009	12,721	120	96	.008	-20
1979	.010	13,198	131	80	.006	-39
1980	.010	13,375	139	87	.006	-37

RACIAL/ETHNIC OTHERS

Base Population is: Total 01 officers in the Army

Expected Proportion is: Proportion of Army Officers who are R/E Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.015	10,973	163	340	.031	+109
1977	.019	11,783	218	396	.034	+ 81
1978	.017	12,721	212	348	.027	+ 64
1979	.019	13,198	248	336	.025	+ 36
1980	.018	13,375	244	318	.024	+ 30

B.7 01 OFFICERS

FEMALES

Base Population is: Total 01 officers in the Army

Expected Proportion is: Proportion of Army Officers who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.041	13,063	539	692	.053	+28
1975	.045	10,487	472	595	.057	+26
1976	.052	10,973	575	941	.086	+64
1977	.058	11,783	687	1,297	.110	+89
1978	.064	12,721	819	1,512	.119	+85
1979	.071	13,198	931	1,565	.118	+68
1980	.077	13,375	1,031	2,010	.150	+95

WHITES

Base Population is: Total 01 officers in the Army

Expected Proportion is: Proportion of Army Officers who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.922	13,063	12,048	11,456	.877	- 5
1975	.908	10,487	9,524	8,620	.822	-10
1976	.858	10,973	9,420	8,251	.752	-12
1977	.899	11,783	10,596	9,672	.821	- 9
1978	.892	12,721	11,350	10,363	.815	- 9
1979	.886	13,198	11,699	10,649	.807	- 9
1980	.872	13,375	11,667	10,886	.814	- 7

B.8 CW4 OFFICERS

BLACKS

Base Population is: Total CW4 officers in the Army

Expected Proportion is: Proportion of Army Officers who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.045	1,410	63	54	.038	-14
1975	.048	1,334	64	53	.040	-17
1976	.052	1,282	67	58	.045	-13
1977	.061	1,306	79	68	.052	-14
1978	.064	1,378	88	71	.052	-19
1979	.068	1,358	92	76	.056	-17
1980	.071	1,397	100	84	.060	-16

B.8 CW4 OFFICER

HISPANICS

Base Population is: Total CW4 officers in the Army

Expected Proportion is: Proportion of Army Officers who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.010	1,282	13	13	.010	+ 1
1977	.009	1,306	12	15	.011	+22
1978	.009	1,378	13	16	.012	+23
1979	.010	1,358	14	16	.012	+18
1980	.010	1,397	14	20	.014	+38

RACIAL/ETHNIC OTHERS

Base Population is: Total CW4 officers in the Army

Expected Proportion is: Proportion of Army Officers who are R/E Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.015	1,282	19	17	.013	-11
1977	.019	1,306	24	13	.010	-46
1978	.017	1,378	23	12	.009	-48
1979	.019	1,358	26	14	.010	-45
1980	.018	1,397	26	14	.010	-45

FEMALES

Base Population is: Total CW4 officers in the Army

Expected Proportion is: Proportion of Army Officers who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.041	1,410	58	3	.002	-95
1975	.045	1,334	60	3	.002	-95
1976	.052	1,282	67	3	.002	-96
1977	.058	1,306	76	4	.003	-95
1978	.064	1,378	89	3	.002	-97
1979	.071	1,358	96	4	.003	-96
1980	.077	1,397	108	2	.001	-98

B.8 CW4 OFFICER

WHITES

Base Population is: Total CW4 officers in the Army

Expected Proportion is: Proportion of Army Officers who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.922	1,410	1,300	1,318	.935	+1
1975	.908	1,334	1,212	1,243	.932	+3
1976	.858	1,282	1,101	1,194	.931	+9
1977	.899	1,306	1,175	1,210	.926	+3
1978	.892	1,378	1,230	1,278	.927	+4
1979	.886	1,358	1,204	1,250	.920	+4
1980	.872	1,397	1,219	1,276	.913	+5

B.9 CW3 OFFICER

BLACKS

Base Population is: Total CW3 officers in the Army

Expected Proportion is: Proportion of Army Officers who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.045	3,506	157	180	.051	+15
1975	.048	3,326	159	179	.054	+13
1976	.052	3,090	161	165	.053	+ 2
1977	.061	3,528	214	188	.053	-12
1978	.064	3,813	242	208	.054	-14
1979	.068	3,862	261	190	.049	-27
1980	.071	3,949	282	203	.051	-28

HISPANICS

Base Population is: Total CW3 officers in the Army

Expected Proportion is: Proportion of Army Officers who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.010	3,090	31	33	.011	+ 7
1977	.009	3,528	33	34	.010	+ 3
1978	.009	3,813	36	39	.010	+ 8
1979	.010	3,862	38	38	.010	- 1
1980	.010	3,949	41	38	.010	- 7

B.9 CW3 OFFICERS

RACIAL/ETHNICS OTHERS

Base Population is: Total CW3 officers in the Army

Expected Proportion is: Proportion of Army Officers who are R/E Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.015	3,090	46	32	.010	-30
1977	.019	3,528	65	36	.010	-45
1978	.017	3,813	63	44	.012	-31
1979	.019	3,862	72	42	.011	-42
1980	.018	3,949	72	47	.012	-35

FEMALES

Base Population is: Total CW3 officers in the Army

Expected Proportion is: Proportion of Army Officers who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.041	3,506	145	4	.001	-97
1975	.045	3,326	150	2	.001	-99
1976	.052	3,090	162	3	.001	-98
1977	.058	3,528	206	4	.001	-98
1978	.064	3,813	246	6	.002	-98
1979	.071	3,862	272	4	.001	-98
1980	.077	3,949	305	6	.002	-98

WHITES

Base Population is: Total CW3 officers in the Army

Expected Proportion is: Proportion of Army Officers who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.922	3,506	3,234	3,228	.921	0
1975	.908	3,326	3,020	3,057	.919	+1
1976	.858	3,090	2,653	2,846	.921	+7
1977	.899	3,528	3,173	3,266	.926	+3
1978	.892	3,813	3,402	3,516	.922	+3
1979	.886	3,862	3,423	3,591	.930	+5
1980	.872	3,949	3,445	3,650	.924	+6

B.10 CW2 OFFICERS

BLACKS

Base Population is: Total CW2 officers in the Army

Expected Proportion is: Proportion of Army Officers who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.045	7,127	318	351	.049	+10
1975	.048	6,576	314	349	.053	+11
1976	.052	6,049	316	330	.054	+ 4
1977	.061	5,347	325	336	.063	+ 4
1978	.064	4,964	315	338	.068	+ 7
1979	.068	5,203	351	372	.071	+ 6
1980	.071	5,117	365	358	.070	- 2

HISPANICS

Base Population is: Total CW2 officers in the Army

Expected Proportion is: Proportion of Army Officers who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.010	6,049	61	55	.009	- 9
1977	.009	5,347	50	48	.009	- 4
1978	.009	4,964	47	55	.011	+17
1979	.010	5,203	52	64	.012	+24
1980	.010	5,117	53	65	.013	+22

RACIAL/ETHNIC OTHERS

Base Population is: Total CW2 officers in the Army

Expected Proportion is: Proportion of Army Officers who are R/E Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.015	6,049	90	67	.011	-25
1977	.019	5,347	99	80	.015	-19
1978	.017	4,964	83	53	.011	-36
1979	.019	5,203	98	78	.015	-20
1980	.018	5,117	93	77	.015	-18

B.10 CW2 OFFICERS

FEMALES

Base Population is: Total CW2 officers in the Army

Expected Proportion is: Proportion of Army Officers who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.041	7,127	294	9	.001	-97
1975	.045	6,576	296	10	.002	-97
1976	.052	6,049	317	13	.002	-96
1977	.058	5,347	312	14	.003	-96
1978	.064	4,964	320	16	.003	-95
1979	.071	5,203	367	33	.006	-91
1980	.077	5,117	395	43	.008	-89

WHITES

Base Population is: Total CW2 officers in the Army

Expected Proportion is: Proportion of Army Officers who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.922	7,127	6,573	6,598	.926	0
1975	.908	6,576	5,972	6,052	.920	+1
1976	.858	6,049	5,193	5,455	.902	+5
1977	.899	5,347	4,808	4,870	.911	+1
1978	.892	4,964	4,429	4,514	.909	+2
1979	.886	5,203	4,612	4,681	.900	+2
1980	.872	5,117	4,464	4,593	.898	+3

B.11 WO1 OFFICERS

BLACKS

Base Population is: Total WO1 officers in the Army

Expected Proportion is: Proportion of Army Officers who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.045	2,083	93	113	.054	+21
1975	.048	1,984	95	82	.041	-14
1976	.052	2,255	118	59	.026	-50
1977	.061	2,903	176	175	.060	- 1
1978	.064	3,098	197	164	.053	-17
1979	.068	2,531	171	127	.050	-26
1980	.071	2,845	203	136	.048	-33

B.11 W01 OFFICERS

HISPANICS

Base Population is: Total W01 officers in the Army

Expected Proportion is: Proportion of Army Officers who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.010	2,255	23	16	.007	-29
1977	.009	2,903	27	25	.009	- 8
1978	.009	3,098	29	24	.008	-18
1979	.010	2,531	25	26	.010	+ 3
1980	.010	2,845	30	35	.012	+19

RACIAL/ETHNIC OTHERS

Base Population is: Total W01 officers in the Army

Expected Proportion is: Proportion of Army Officers who are R/E Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.015	2,255	34	30	.013	-10
1977	.019	2,903	54	85	.029	+58
1978	.017	3,098	52	54	.017	+ 5
1979	.019	2,531	48	90	.036	+90
1980	.018	2,845	52	62	.022	+20

FEMALES

Base Population is: Total W01 officers in the Army

Expected Proportion is: Proportion of Army Officers who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.041	2,083	86	3	.001	-96
1975	.045	1,984	89	7	.004	-92
1976	.052	2,255	118	12	.005	-90
1977	.058	2,903	169	23	.008	-86
1978	.064	3,098	199	43	.014	-78
1979	.071	2,531	179	50	.020	-72
1980	.077	2,845	219	61	.021	-72

B.11 W01 OFFICERS

WHITES

Base Population is: Total W01 officers in the Army

Expected Proportion is: Proportion of Army Officers who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.922	2,083	1,921	1,823	.875	- 5
1975	.908	1,984	1,802	1,347	.679	-25
1976	.858	2,255	1,936	668	.296	-66
1977	.899	2,903	2,611	2,405	.828	- 8
1978	.892	3,098	2,764	2,564	.828	- 7
1979	.886	2,531	2,244	2,090	.826	- 7
1980	.872	2,845	2,482	1,883	.662	-24

C.1 E9 ENLISTED

BLACKS

Base Population is: Total E9 enlisted in the Army

Expected Proportion is: Proportion of Army Enlisted who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.211	3,695	780	375	.101	-52
1975	.222	3,705	822	457	.123	-44
1976	.241	3,687	889	556	.151	-37
1977	.263	3,736	982	606	.162	-38
1978	.291	3,731	1,084	616	.165	-43
1979	.321	3,722	1,194	701	.188	-41
1980	.329	3,738	1,229	793	.212	-36

HISPANICS

Base Population is: Total E9 enlisted in the Army

Expected Proportion is: Proportion of Army Enlisted who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.035	3,687	130	127	.034	- 2
1977	.037	3,736	136	138	.037	+ 1
1978	.039	3,731	145	136	.036	- 6
1979	.042	3,722	155	128	.034	-18
1980	.044	3,738	164	137	.037	-16

C.1 E9 ENLISTED

RACIAL/ETHNIC OTHERS

Base Population is: Total E9 enlisted in the Army

Expected Proportion is: Proportion of Army Enlisted who are R/E Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1975	.019	3,705	70	75	.020	+ 7
1976	.026	3,687	97	101	.027	+ 4
1977	.028	3,736	106	97	.026	- 8
1978	.031	3,731	115	96	.026	-17
1979	.032	3,722	119	97	.026	-19
1980	.032	3,738	118	93	.025	-21

FEMALES

Base Population is: Total E9 enlisted in the Army

Expected Proportion is: Proportion of Army Enlisted who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.039	3,695	144	10	.003	-93
1975	.056	3,705	206	10	.003	-95
1976	.065	3,687	241	8	.002	-97
1977	.068	3,736	253	13	.003	-95
1978	.075	3,731	280	21	.006	-92
1979	.083	3,722	310	22	.006	-93
1980	.091	3,738	340	20	.005	-94

WHITES

Base Population is: Total E9 enlisted in the Army

Expected Proportion is: Proportion of Army Enlisted who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.714	3,695	2,640	3,100	.839	+17
1975	.746	3,705	2,762	3,170	.856	+15
1976	.696	3,687	2,567	2,903	.787	+13
1977	.672	3,736	2,510	2,895	.775	+15
1978	.639	3,731	2,384	2,883	.773	+21
1979	.605	3,722	2,252	2,796	.751	+24
1980	.587	3,738	2,194	2,715	.726	+24

C.2 E8 ENLISTED

BLACKS

Base Population is: Total E8 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.211	12,100	2,556	1,834	.152	-28
1975	.222	12,649	2,806	2,125	.168	-24
1976	.241	12,916	3,114	2,429	.188	-22
1977	.263	12,720	3,343	2,584	.203	-23
1978	.291	12,444	3,617	2,703	.217	-25
1979	.321	12,651	4,057	3,008	.238	-26
1980	.329	13,158	4,325	3,414	.259	-21

HISPANICS

Base Population is: Total E8 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.035	12,916	455	430	.033	- 6
1977	.037	12,720	464	411	.032	-12
1978	.039	12,444	484	411	.033	-15
1979	.042	12,651	527	435	.034	-18
1980	.044	13,158	577	437	.033	-24

RACIAL/ETHNIC OTHERS

Base Population is: Total E8 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are R/E Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1975	.019	12,649	239	267	.021	+12
1976	.026	12,916	341	284	.022	-17
1977	.028	12,720	359	274	.022	-24
1978	.031	12,444	384	251	.020	-35
1979	.032	12,651	406	267	.021	-34
1980	.032	13,158	415	282	.021	-32

C.2 E8 ENLISTED

FEMALES

Base Population is: Total E8 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.039	12,100	472	97	.008	-80
1975	.056	12,649	703	95	.008	-86
1976	.065	12,916	844	89	.007	-90
1977	.068	12,720	862	82	.006	-90
1978	.075	12,444	935	77	.006	-92
1979	.083	12,651	1,056	80	.006	-92
1980	.091	13,158	1,198	87	.007	-93

WHITES

Base Population is: Total E8 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.714	12,100	8,644	9,394	.776	+ 9
1975	.746	12,649	9,431	10,246	.810	+ 9
1976	.696	12,916	8,992	9,770	.756	+ 9
1977	.672	12,720	8,544	9,450	.743	+11
1978	.639	12,444	7,951	9,076	.729	+14
1979	.605	12,651	7,653	8,940	.707	+17
1980	.587	13,158	7,723	9,018	.685	+17

C.3 E7 ENLISTED

BLACKS

Base Population is: Total E7 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.211	45,789	9,671	9,439	.206	- 2
1975	.222	45,657	10,130	10,001	.219	- 1
1976	.241	45,607	10,994	10,600	.232	- 4
1977	.263	45,364	11,922	10,906	.240	- 8
1978	.291	45,260	13,156	11,449	.253	-13
1979	.321	45,474	14,582	11,408	.251	-22
1980	.329	45,321	14,896	11,133	.246	-25

C.3 E7 ENLISTED

HISPANICS

Base Population is: Total E7 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.035	45,607	1,607	1,473	.032	- 8
1977	.037	45,364	1,656	1,448	.032	-13
1978	.039	45,260	1,759	1,360	.030	-23
1979	.042	45,474	1,895	1,351	.030	-29
1980	.044	45,321	1,988	1,362	.030	-32

RACIAL/ETHNIC OTHERS

Base Population is: Total E7 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are R/E Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1975	.019	45,657	864	836	.018	- 3
1976	.026	45,607	1,204	975	.021	-19
1977	.028	45,364	1,281	979	.022	-24
1978	.031	45,260	1,398	958	.021	-32
1979	.032	45,474	1,458	973	.021	-33
1980	.032	45,321	1,431	1,061	.023	-26

FEMALES

Base Population is: Total E7 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.039	45,789	1,787	314	.007	-82
1975	.056	45,657	2,538	326	.007	-87
1976	.065	45,607	2,982	353	.008	-88
1977	.068	45,364	3,075	373	.008	-88
1978	.075	45,260	3,400	384	.008	-89
1979	.083	45,474	3,794	465	.010	-88
1980	.091	45,321	4,127	552	.012	-87

C.3 E7 ENLISTED

WHITES

Base Population is: Total E7 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.714	45,789	32,710	33,461	.731	+ 2
1975	.746	45,657	34,041	34,785	.762	+ 2
1976	.696	45,607	31,750	32,549	.714	+ 2
1977	.672	45,364	30,472	32,024	.706	+ 5
1978	.639	45,260	28,917	31,487	.696	+ 9
1979	.605	45,474	27,508	31,741	.698	+15
1980	.587	45,321	26,600	31,752	.701	+19

C.4 E6 ENLISTED

BLACKS

Base Population is: Total E6 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.211	71,373	15,074	16,344	.229	+ 8
1975	.222	72,177	16,014	15,652	.217	- 2
1976	.241	71,025	17,122	14,601	.206	-15
1977	.263	71,928	18,904	14,915	.207	-21
1978	.291	69,904	20,319	14,799	.212	-27
1979	.321	71,900	23,057	16,312	.227	-29
1980	.329	74,205	24,389	18,026	.243	-26

HISPANICS

Base Population is: Total E6 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.035	71,025	2,503	2,085	.029	-17
1977	.037	71,928	2,626	2,238	.031	-15
1978	.039	69,904	2,716	2,212	.032	-19
1979	.042	71,900	2,996	2,404	.033	-20
1980	.044	74,205	3,255	2,629	.035	-19

C.4 E6 ENLISTED

RACIAL/ETHNIC OTHERS

Base Population is: Total E6 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are R/E Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1975	.019	72,177	1,366	1,087	.015	-20
1976	.026	71,025	1,875	1,562	.022	-17
1977	.028	71,928	2,031	1,655	.023	-18
1978	.031	69,904	2,159	1,667	.024	-23
1979	.032	71,900	2,306	1,838	.026	-20
1980	.032	74,205	2,343	2,031	.027	-13

FEMALES

Base Population is: Total E6 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.039	71,373	2,786	684	.010	-75
1975	.056	72,177	4,013	899	.012	-78
1976	.065	71,025	4,644	1,123	.016	-76
1977	.068	71,928	4,875	1,304	.018	-73
1978	.075	69,904	5,252	1,361	.019	-74
1979	.083	71,900	5,999	1,619	.022	-73
1980	.091	74,205	6,757	2,189	.029	-68

WHITES

Base Population is: Total E6 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.714	71,373	50,986	51,166	.717	0
1975	.746	72,177	53,814	55,397	.768	+ 3
1976	.696	71,025	49,445	52,758	.743	+ 7
1977	.672	71,928	48,315	53,113	.738	+10
1978	.639	69,904	44,662	51,223	.733	+15
1979	.605	71,900	43,494	51,346	.714	+18
1980	.587	74,205	43,554	51,494	.694	+18

C.5 E5 ENLISTED

BLACKS

Base Population is: Total E5 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.211	96,270	20,333	17,442	.181	-14
1975	.222	108,279	24,023	19,761	.182	-18
1976	.241	108,917	26,256	22,249	.204	-15
1977	.263	112,580	29,588	25,644	.228	-13
1978	.291	118,567	34,464	29,913	.252	-13
1979	.321	114,285	36,649	32,482	.284	-11
1980	.329	119,428	39,252	38,468	.322	- 2

HISPANICS

Base Population is: Total E5 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.035	108,917	3,838	3,954	.036	+3
1977	.037	112,580	4,109	4,094	.036	0
1978	.039	118,567	4,607	4,584	.039	0
1979	.042	114,285	4,762	4,757	.042	0
1980	.044	119,428	5,239	5,251	.044	0

RACIAL/ETHNIC OTHERS

Base Population is: Total E5 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are R/E Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1975	.019	108,279	2,049	2,002	.018	- 2
1976	.026	108,917	2,875	2,787	.026	- 3
1977	.028	112,580	3,179	2,982	.026	- 6
1978	.031	118,567	3,662	3,315	.028	-10
1979	.032	114,285	3,665	3,488	.030	- 5
1980	.032	119,428	3,770	4,003	.034	+ 6

C.5 E5 ENLISTED

FEMALES

Base Population is: Total E5 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.039	96,270	3,758	2,532	.026	-33
1975	.056	108,279	6,020	4,316	.040	-28
1976	.065	108,917	7,121	5,795	.053	-19
1977	.068	112,580	7,631	7,813	.069	+ 2
1978	.075	118,567	8,908	9,132	.077	+ 2
1979	.083	114,285	9,535	10,067	.088	+ 6
1980	.091	119,428	10,875	11,169	.094	+ 3

WHITES

Base Population is: Total E5 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.714	96,270	68,771	72,876	.757	+6
1975	.746	108,279	80,731	86,448	.798	+7
1976	.696	108,917	75,824	79,892	.734	+5
1977	.672	112,580	75,622	79,841	.709	+6
1978	.639	118,567	75,754	80,740	.681	+7
1979	.605	114,285	69,133	73,555	.644	+6
1980	.587	119,428	70,096	71,637	.600	+2

C.6 E4 ENLISTED

BLACKS

Base Population is: Total E4 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.211	176,698	37,320	29,007	.164	-22
1975	.222	167,044	37,061	37,123	.222	0
1976	.241	168,738	40,677	41,884	.248	+ 3
1977	.263	175,552	46,138	45,392	.258	- 2
1978	.291	179,022	52,037	52,579	.294	+ 1
1979	.321	168,589	54,063	56,503	.335	+ 4
1980	.329	168,254	55,300	64,429	.383	+16

C.6 E4 ENLISTED

HISPANICS

Base Population is: Total E4 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.035	168,738	5,946	6,495	.038	+ 9
1977	.037	175,552	6,408	6,888	.039	+ 8
1978	.039	179,022	6,956	7,591	.042	+ 9
1979	.042	168,589	7,025	7,635	.045	+ 9
1980	.044	168,254	7,381	8,109	.048	+10

RACIAL/ETHNIC OTHERS

Base Population is: Total E4 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are R/E Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1975	.019	167,044	3,162	3,307	.020	+5
1976	.026	168,738	4,454	4,807	.028	+8
1977	.028	175,552	4,958	4,945	.028	0
1978	.031	179,022	5,530	5,235	.029	-5
1979	.032	168,589	5,407	5,406	.032	0
1980	.032	168,254	5,312	5,617	.033	+6

FEMALES

Base Population is: Total E4 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.039	176,698	6,897	5,501	.031	-20
1975	.056	167,044	9,287	9,864	.059	+ 6
1976	.065	168,738	11,032	16,102	.095	+46
1977	.068	175,552	11,899	16,026	.091	+35
1978	.075	179,022	13,450	15,170	.085	+13
1979	.083	168,589	14,066	15,614	.093	+11
1980	.091	168,254	15,321	17,777	.106	+16

C.6 E4 ENLISTED

WHITES

Base Population is: Total E4 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.714	176,698	126,226	135,054	.764	+7
1975	.746	167,044	124,545	126,326	.756	+1
1976	.696	168,738	117,469	115,463	.684	-2
1977	.672	175,552	117,922	118,274	.674	0
1978	.639	179,022	114,379	113,576	.634	-1
1979	.605	168,589	101,982	99,030	.587	-3
1980	.587	168,254	98,754	89,939	.534	-9

C.7 E3 ENLISTED

BLACKS

Base Population is: Total E3 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.211	94,077	19,870	20,672	.220	+ 4
1975	.222	104,926	23,279	27,466	.262	+18
1976	.241	101,240	24,405	24,831	.245	+ 2
1977	.263	98,640	25,924	29,140	.295	+12
1978	.291	113,766	33,069	37,822	.332	+14
1979	.321	109,109	34,989	41,086	.376	+17
1980	.329	99,127	32,580	38,265	.386	+17

HISPANICS

Base Population is: Total E3 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.035	101,240	3,568	3,335	.033	- 6
1977	.037	98,640	3,600	3,816	.039	+ 6
1978	.039	113,766	4,421	4,625	.041	+ 5
1979	.042	109,109	4,546	4,981	.046	+10
1980	.044	99,127	4,348	4,874	.049	+12

C.7 E3 ENLISTED

RACIAL/ETHNIC OTHERS

Base Population is: Total E3 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are R/E Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1975	.019	104,926	1,986	2,145	.020	+8
1976	.026	101,240	2,673	2,701	.027	+1
1977	.028	98,640	2,786	2,561	.026	-8
1978	.031	113,766	3,514	3,333	.029	-5
1979	.032	109,109	3,499	3,289	.030	-6
1980	.032	99,127	3,130	3,131	.032	0

FEMALES

Base Population is: Total E3 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.039	94,077	3,672	5,320	.056	+45
1975	.056	104,926	5,834	9,013	.086	+54
1976	.065	101,240	6,619	8,817	.087	+33
1977	.068	98,640	6,686	8,269	.084	+24
1978	.075	113,766	8,547	9,979	.088	+17
1979	.083	109,109	9,104	12,402	.114	+36
1980	.091	99,127	12,112	9,027	.091	+34

WHITES

Base Population is: Total E3 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.714	94,077	67,205	65,822	.700	- 2
1975	.746	104,926	78,231	74,529	.710	- 5
1976	.696	101,240	70,479	70,223	.694	0
1977	.672	98,640	66,258	63,077	.639	- 5
1978	.639	113,766	72,686	67,947	.597	- 6
1979	.605	109,109	66,002	59,721	.547	-10
1980	.587	99,127	58,181	52,480	.529	-10

C.8 E2 ENLISTED

BLACKS

Base Population is: Total E2 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.211	103,371	21,833	27,696	.268	+27
1975	.222	104,293	23,139	25,865	.248	+12
1976	.241	98,748	23,805	26,102	.264	+10
1977	.263	80,724	21,216	24,235	.300	+14
1978	.291	53,972	15,688	18,872	.350	+20
1979	.321	50,008	16,036	18,911	.378	+18
1980	.329	65,920	21,666	21,377	.324	- 1

HISPANICS

Base Population is: Total E2 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.035	98,748	3,480	3,280	.033	- 6
1977	.037	80,724	2,946	2,744	.034	- 7
1978	.039	53,972	2,097	1,852	.034	-12
1979	.042	50,008	2,084	1,857	.037	-11
1980	.044	65,920	2,892	2,896	.044	0

RACIAL ETHNIC/OTHERS

Base Population is: Total E2 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are R/E Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1975	.019	104,293	1,974	1,941	.019	- 2
1976	.026	98,748	2,607	2,800	.028	+ 7
1977	.028	80,724	2,280	2,390	.030	+ 5
1978	.031	53,972	1,667	1,946	.036	+17
1979	.032	50,008	1,604	1,900	.038	+18
1980	.032	65,920	2,081	2,323	.035	+12

C.8 E2 ENLISTED

FEMALES

Base Population is: Total E2 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.039	103,371	4,035	6,166	.060	+53
1975	.056	104,293	5,798	8,967	.086	+55
1976	.065	98,748	6,456	7,539	.076	+17
1977	.068	80,724	5,472	6,105	.076	+12
1978	.075	53,972	4,055	5,709	.106	+41
1979	.083	50,008	4,172	5,156	.103	+24
1980	.091	65,920	6,003	7,582	.115	+26

WHITES

Base Population is: Total E2 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.714	103,371	73,844	66,421	.642	-10
1975	.746	104,293	77,759	73,531	.705	- 5
1976	.696	98,748	68,745	66,195	.670	- 4
1977	.672	80,724	54,224	51,169	.634	- 6
1978	.639	53,972	34,483	31,176	.578	-10
1979	.605	50,008	30,251	27,158	.543	-10
1980	.587	65,920	38,691	38,505	.584	0

C.9 E1 ENLISTED

BLACKS

Base Population is: Total E1 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.211	70,973	14,990	19,618	.276	+31
1975	.222	59,424	13,184	12,008	.202	- 9
1976	.241	69,129	16,665	20,674	.299	+24
1977	.263	78,788	20,707	25,304	.321	+22
1978	.291	72,668	21,123	25,806	.355	+22
1979	.321	81,240	26,052	30,267	.372	+16
1980	.329	84,565	27,794	25,526	.302	- 8

C.9 E1 ENLISTED

HISPANICS

Base Population is: Total E1 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.035	69,129	2,436	2,784	.040	+14
1977	.037	78,788	2,876	3,045	.039	+ 6
1978	.039	72,668	2,824	3,237	.044	+15
1979	.042	81,240	3,385	3,827	.047	+13
1980	.044	84,565	3,710	3,858	.046	+ 4

RACIAL/ETHNIC OTHERS

Base Population is: Total E1 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are R/E Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1975	.019	59,424	1,125	1,175	.020	+ 4
1976	.026	69,129	1,825	1,934	.028	+ 6
1977	.028	78,788	2,225	3,322	.042	+49
1978	.031	72,668	2,244	3,873	.053	+73
1979	.032	81,240	2,606	3,813	.047	+46
1980	.032	84,565	2,670	2,729	.032	+ 2

FEMALES

Base Population is: Total E1 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.039	70,973	2,770	5,696	.080	+106
1975	.056	59,424	3,304	4,213	.071	+ 28
1976	.065	69,129	4,520	4,634	.067	+ 2
1977	.068	78,788	5,340	6,108	.078	+ 14
1978	.075	72,668	5,460	8,455	.116	+ 55
1979	.083	81,240	6,778	9,390	.116	+ 38
1980	.091	84,565	7,700	9,861	.117	+ 28

C.9 E1 ENLISTED

WHITES

Base Population is: Total E1 enlisted personnel in the Army

Expected Proportion is: Proportion of Army Enlisted who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.714	70,973	50,700	44,432	.626	-12
1975	.746	59,424	44,306	41,188	.693	- 7
1976	.696	69,129	48,125	43,642	.631	- 9
1977	.672	78,788	52,923	46,947	.596	-11
1978	.639	72,668	46,428	39,536	.544	-15
1979	.605	81,240	49,144	43,131	.531	-12
1980	.587	84,565	49,634	47,888	.566	- 4

D.1 GENERAL OFFICERS

BLACKS

Base Population is: Total General Officers in the Army

Expected Proportion is: Proportion of Army Officers who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.045	481	22	12	.025	-44
1975	.048	458	22	12	.026	-45
1976	.052	449	23	13	.029	-45
1977	.061	450	27	13	.029	-52
1978	.064	432	27	18	.042	-34
1979	.068	420	28	22	.052	-22
1980	.071	433	31	24	.055	-22

HISPANICS

Base Population is: Total General Officers in the Army

Expected Proportion is: Proportion of Army Officers who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.010	449	4	3	.007	- 33
1977	.009	450	4	3	.007	- 29
1978	.009	432	4	4	.009	- 2
1979	.010	420	4	3	.007	- 28
1980	.010	433	4	3	.007	- 33

D.1 GENERAL OFFICERS

RACIAL ETHNIC/OTHERS

Base Population is: Total General Officers in the Army

Expected Proportion is: Proportion of Army Officers who are Racial/Ethnic Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.015	449	7	1	.002	-85
1977	.019	450	8	1	.002	-88
1978	.017	432	7	1	.002	-86
1979	.019	420	8	1	.002	-87
1980	.018	433	8	2	.005	-75

FEMALES

Base Population is: Total General Officers in the Army

Expected Proportion is: Proportion of Army Officers who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.041	481	20	2	.004	-90
1975	.045	458	21	2	.004	-90
1976	.052	449	24	2	.004	-92
1977	.058	450	26	2	.004	-92
1978	.064	432	28	2	.005	-93
1979	.071	420	30	2	.005	-93
1980	.077	433	33	2	.005	-94

WHITES

Base Population is: Total General Officers in the Army

Expected Proportion is: Proportion of Army Officers who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.922	481	444	467	.971	+ 5
1975	.908	458	416	444	.969	+ 7
1976	.858	449	386	432	.962	+12
1977	.899	450	405	433	.962	+ 7
1978	.892	432	385	409	.947	+ 6
1979	.886	420	372	392	.933	+ 5
1980	.872	433	378	404	.933	+ 7

D.2 TACTICAL OPERATIONS OFFICERS

BLACKS

Base Population is: Total Tactical Operations Officers in the Army

Expected Proportion is: Proportion of Army Officers who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.045	47,883	2,140	1,876	.039	-12
1975	.048	46,920	2,243	1,918	.041	-14
1976	.052	27,119	1,416	1,130	.042	-20
1977	.061	27,074	1,644	1,251	.046	-24
1978	.064	26,603	1,689	1,267	.048	-25
1979	.068	26,124	1,764	1,238	.047	-30
1980	.071	26,584	1,898	1,290	.048	-32

HISPANICS

Base Population is: Total Tactical Operations Officers in the Army

Expected Proportion is: Proportion of Army Officers who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.010	27,119	272	286	.010	+ 5
1977	.009	27,074	254	242	.009	- 5
1978	.009	26,603	252	236	.009	- 6
1979	.010	26,124	259	240	.009	- 8
1980	.010	26,584	276	230	.009	-17

RACIAL/ETHNIC OTHERS

Base Population is: Total Tactical Operations Officers in the Army

Expected Proportion is: Proportion of Army Officers who are Racial/Ethnic Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.015	27,119	403	347	.013	-14
1977	.019	27,074	502	424	.016	-16
1978	.017	26,603	442	343	.013	-22
1979	.019	26,124	490	376	.014	-23
1980	.018	26,584	485	370	.014	-24

D.2 TACTICAL OPERATIONS OFFICERS

FEMALES

Base Population is: Total Tactical Operations Officers in the Army
Expected Proportion is: Proportion of Army Officers who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.041	47,883	1,976	24	.000	-99
1975	.045	46,920	2,110	27	.000	-99
1976	.052	27,119	1,420	8	.000	-99
1977	.058	27,074	1,578	14	.000	-99
1978	.064	26,603	1,713	20	.001	-99
1979	.071	26,124	1,844	23	.001	-99
1980	.077	26,584	2,051	31	.001	-98

WHITES

Base Population is: Total Tactical Operations Officers in the Army
Expected Proportion is: Proportion of Army Officers who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.922	47,883	44,162	44,530	.930	+1
1975	.908	46,920	42,610	43,373	.924	+2
1976	.858	27,119	23,281	24,474	.902	+5
1977	.899	27,074	24,348	24,983	.923	+3
1978	.892	26,603	23,736	24,582	.924	+4
1979	.886	26,124	23,156	23,984	.918	+4
1980	.872	26,584	23,190	24,137	.908	+4

D.3 INTELLIGENCE OFFICERS

BLACKS

Base Population is: Total Intelligence Officers in the Army
Expected Proportion is: Proportion of Army Officers who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.045	5,354	239	203	.038	-15
1975	.048	5,218	249	207	.040	-17
1976	.052	4,386	229	165	.038	-28
1977	.061	4,273	260	183	.043	-30
1978	.064	4,464	284	196	.044	-31
1979	.068	4,399	297	183	.042	-38
1980	.071	4,579	327	187	.041	-43

D.3 INTELLIGENCE OFFICERS

HISPANICS

Base Population is: Total Intelligence Officers in the Army

Expected Proportion is: Proportion of Army Officers who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.010	4,386	44	37	.008	-16
1977	.009	4,273	40	41	.010	+ 2
1978	.009	4,464	42	42	.009	0
1979	.010	4,399	44	45	.010	+ 3
1980	.010	4,579	48	40	.009	-16

RACIAL/ETHNIC OTHERS

Base Population is: Total Intelligence Officers in the Army

Expected Proportion is: Proportion of Army Officers who are Racial/Ethnic Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.015	4,386	65	55	.012	-16
1977	.019	4,273	79	77	.018	- 3
1978	.017	4,464	74	69	.015	- 7
1979	.019	4,399	83	75	.017	- 9
1980	.018	4,579	84	80	.017	- 4

FEMALES

Base Population is: Total Intelligence Officers in the Army

Expected Proportion is: Proportion of Army Officers who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.041	5,354	221	55	.010	-75
1975	.045	5,218	235	115	.022	-51
1976	.052	4,386	230	271	.062	+18
1977	.058	4,273	249	285	.067	+14
1978	.064	4,464	287	349	.078	+21
1979	.071	4,399	310	381	.087	+23
1980	.077	4,579	353	434	.095	+23

D.3 INTELLIGENCE OFFICERS

WHITES

Base Population is: Total Intelligence Officers in the Army

Expected Proportion is: Proportion of Army Officers who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.922	5,354	4,938	4,978	.930	+1
1975	.908	5,218	4,739	4,776	.915	+1
1976	.858	4,386	3,765	3,799	.866	+1
1977	.899	4,273	3,843	3,953	.925	+3
1978	.892	4,464	3,983	4,115	.922	+3
1979	.886	4,399	3,899	4,041	.919	+4
1980	.872	4,579	3,994	4,158	.908	+4

D.4 ENGINEERING AND MAINTENANCE OFFICERS

BLACKS

Base Population is: Total Engineering and Maintenance Officers in the Army

Expected Proportion is: Proportion of Army Officers who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.045	15,296	684	892	.058	+30
1975	.048	13,616	651	873	.064	+34
1976	.052	13,324	696	920	.069	+32
1977	.061	13,167	800	1,020	.077	+28
1978	.064	13,378	850	1,081	.081	+27
1979	.068	13,290	897	1,095	.082	+22
1980	.071	13,885	991	1,203	.087	+21

HISPANICS

Base Population is: Total Engineering and Maintenance Officers in the Army

Expected Proportion is: Proportion of Army Officers who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.010	13,324	134	115	.009	-14
1977	.009	13,167	124	114	.009	- 8
1978	.009	13,378	126	110	.008	-13
1979	.010	13,290	132	124	.009	- 6
1980	.010	13,885	144	136	.010	- 6

D.4 ENGINEERING AND MAINTENANCE OFFICERS

RACIAL/ETHNIC OTHERS

Base Population is: Total Engineering and Maintenance Officers in the Army

Expected Proportion is: Proportion of Army Officers who are Racial/Ethnic Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.015	13,324	198	210	.016	+6
1977	.019	13,167	244	225	.017	-8
1978	.017	13,378	222	219	.016	-2
1979	.019	13,290	249	244	.018	-2
1980	.018	13,885	253	239	.017	-6

FEMALES

Base Population is: Total Engineering and Maintenance Officers in the Army

Expected Proportion is: Proportion of Army Officers who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.041	15,296	631	27	.002	-96
1975	.045	13,616	612	80	.006	-87
1976	.052	13,324	698	260	.020	-63
1977	.058	13,167	768	318	.024	-59
1978	.064	13,378	861	480	.036	-44
1979	.071	13,290	938	548	.041	-42
1980	.077	13,885	1,071	787	.057	-26

WHITES

Base Population is: Total Engineering and Maintenance Officers in the Army

Expected Proportion is: Proportion of Army Officers who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.922	15,296	14,107	13,986	.914	-1
1975	.908	13,616	12,365	12,077	.887	-2
1976	.858	13,324	11,438	11,358	.852	-1
1977	.899	13,167	11,841	11,691	.888	-1
1978	.892	13,378	11,936	11,790	.881	-1
1979	.886	13,290	11,780	11,664	.878	-1
1980	.872	13,885	12,112	11,960	.861	-1

D.5 OFFICER SCIENTISTS AND PROFESSIONALS

BLACKS

Base Population is: Total Officer Scientists and Professionals in the Army
 Expected Proportion is: Proportion of Army Officers who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.045	4,416	197	143	.032	-28
1975	.048	4,407	211	158	.036	-25
1976	.052	3,728	195	150	.040	-23
1977	.061	3,720	226	188	.050	-17
1978	.064	3,568	227	193	.054	-15
1979	.068	3,534	239	205	.058	-14
1980	.071	3,737	267	210	.056	-21

HISPANICS

Base Population is: Total Officer Scientists and Professionals in the Army
 Expected Proportion is: Proportion of Army Officers who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.010	3,728	37	21	.006	-44
1977	.009	3,720	35	18	.005	-48
1978	.009	3,568	34	18	.005	-47
1979	.010	3,534	35	21	.006	-40
1980	.010	3,737	39	27	.007	-30

RACIAL/ETHNIC OTHERS

Base Population is: Total Officer Scientists and Professionals in the Army
 Expected Proportion is: Proportion of Army Officers who are Racial/Ethnic
 Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.015	3,728	55	43	.012	-22
1977	.019	3,720	69	64	.017	- 7
1978	.017	3,568	59	50	.014	-16
1979	.019	3,534	66	54	.015	-19
1980	.018	3,737	68	74	.020	+ 9

D.5 OFFICER SCIENTISTS AND PROFESSIONALS

FEMALES

Base Population is: Total Officer Scientists and Professionals in the Army
Expected Proportion is: Proportion of Army Officers who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.041	4,416	182	69	.016	-62
1975	.045	4,407	198	79	.018	-60
1976	.052	3,728	195	60	.016	-69
1977	.058	3,720	217	87	.023	-60
1978	.064	3,568	230	97	.027	-59
1979	.071	3,534	249	120	.034	-52
1980	.077	3,737	288	145	.039	-50

WHITES

Base Population is: Total Officer Scientists and Professionals in the Army
Expected Proportion is: Proportion of Army Officers who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.922	4,416	4,073	4,172	.945	+2
1975	.908	4,407	4,002	4,032	.915	+1
1976	.858	3,728	3,200	3,125	.838	-2
1977	.899	3,720	3,345	3,363	.904	0
1978	.892	3,568	3,183	3,209	.899	+1
1979	.886	3,534	3,132	3,184	.901	+2
1980	.872	3,737	3,260	3,330	.891	+2

D.6 MEDICAL OFFICERS

BLACKS

Base Population is: Total Medical Officers in the Army
Expected Proportion is: Proportion of Army Officers who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.045	11,562	517	310	.027	-40
1975	.048	12,214	584	365	.030	-38
1976	.052	11,998	626	405	.034	-35
1977	.061	11,676	709	582	.050	-18
1978	.064	12,048	765	595	.049	-22
1979	.068	12,416	838	745	.060	-11
1980	.071	12,403	886	735	.059	-17

D.6 MEDICAL OFFICERS

HISPANICS

Base Population is: Total Medical Officers in the Army

Expected Proportion is: Proportion of Army Officers who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.010	11,998	120	114	.010	- 5
1977	.009	11,676	110	106	.009	- 3
1978	.009	12,048	114	114	.009	0
1979	.010	12,416	124	141	.011	+14
1980	.010	12,403	129	154	.012	+20

RACIAL/ETHNIC OTHERS

Base Population is: Total Medical Officers in the Army

Expected Proportion is: Proportion of Army Officers who are Racial/Ethnic Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.015	11,998	178	185	.015	+ 4
1977	.019	11,676	216	341	.029	+ 58
1978	.017	12,048	200	353	.029	+ 76
1979	.019	12,416	233	468	.038	+101
1980	.018	12,403	226	422	.034	+ 87

FEMALES

Base Population is: Total Medical Officers in the Army

Expected Proportion is: Proportion of Army Officers who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.041	11,562	477	3,056	.264	+540
1975	.045	12,214	549	3,082	.252	+461
1976	.052	11,998	628	3,118	.260	+396
1977	.058	11,676	681	3,089	.264	+354
1978	.064	12,048	776	3,383	.281	+336
1979	.071	12,416	876	3,495	.281	+299
1980	.077	12,403	957	3,563	.287	+272

D.6 MEDICAL OFFICERS

WHITES

Base Population is: Total Medical Officers in the Army

Expected Proportion is: Proportion of Army Officers who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.922	11,562	10,664	10,775	.932	+ 1
1975	.908	12,214	11,092	11,165	.914	+ 1
1976	.858	11,998	10,300	8,706	.726	-16
1977	.899	11,676	10,500	10,320	.884	- 2
1978	.892	12,048	10,749	10,197	.846	- 5
1979	.886	12,416	11,006	10,515	.847	- 4
1980	.872	12,403	10,820	10,119	.816	- 6

D.7 OFFICER ADMINISTRATORS

BLACKS

Base Population is: Total Officer Administrators in the Army

Expected Proportion is: Proportion of Army Officers who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.045	12,995	581	762	.059	+31
1975	.048	12,639	604	846	.067	+40
1976	.052	8,578	448	621	.072	+39
1977	.061	8,423	512	666	.079	+30
1978	.064	8,478	538	722	.085	+34
1979	.068	8,425	569	765	.091	+34
1980	.071	8,179	584	780	.095	+34

HISPANICS

Base Population is: Total Officer Administrators in the Army

Expected Proportion is: Proportion of Army Officers who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.010	8,578	86	103	.012	+20
1977	.009	8,423	79	96	.011	+21
1978	.009	8,478	80	106	.012	+32
1979	.010	8,425	84	103	.012	+23
1980	.010	8,179	85	114	.014	+34

D.7 OFFICER ADMINISTRATORS

RACIAL/ETHNIC OTHERS

Base Population is: Total Officer Administrators in the Army

Expected Proportion is: Proportion of Army Officers who are Racial/Ethnic Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.015	8,578	127	167	.019	+31
1977	.019	8,423	156	164	.019	+ 5
1978	.017	8,478	141	141	.017	0
1979	.019	8,425	158	152	.018	- 4
1980	.018	8,179	149	156	.019	+ 5

FEMALES

Base Population is: Total Officer Administrators in the Army

Expected Proportion is: Proportion of Army Officers who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.041	12,995	536	793	.061	+48
1975	.045	12,639	568	820	.065	+44
1976	.052	8,578	449	532	.062	+18
1977	.058	8,423	491	579	.069	+18
1978	.064	8,478	546	694	.082	+27
1979	.071	8,425	594	761	.090	+28
1980	.077	8,179	631	853	.104	+35

WHITES

Base Population is: Total Officer Administrators in the Army

Expected Proportion is: Proportion of Army Officers who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.922	12,995	11,985	11,762	.905	-2
1975	.908	12,639	11,478	11,169	.884	-3
1976	.858	8,578	7,364	7,393	.862	0
1977	.899	8,423	7,575	7,396	.878	-2
1978	.892	8,478	7,564	7,433	.877	-2
1979	.886	8,425	7,468	7,339	.871	-2
1980	.872	8,179	7,135	7,001	.856	-2

D.8 SUPPLY, PROCUREMENT AND ALLIED OFFICERS

BLACKS

Base Population is: Total Supply, Procurement and Allied Officers in the Army

Expected Proportion is: Proportion of Army Officers who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.045	6,952	311	506	.073	+63
1975	.048	6,718	321	513	.076	+60
1976	.052	5,511	288	485	.088	+69
1977	.061	5,320	323	582	.109	+80
1978	.064	5,315	338	612	.115	+81
1979	.068	2,783	188	310	.111	+65
1980	.071	2,811	201	323	.115	+61

HISPANICS

Base Population is: Total Supply, Procurement and Allied Officers in the Army

Expected Proportion is: Proportion of Army Officers who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.010	5,511	55	75	.014	+36
1977	.009	5,320	50	64	.012	+28
1978	.009	5,315	50	62	.012	+23
1979	.010	2,783	28	29	.010	+ 5
1980	.010	2,811	29	35	.012	+20

RACIAL/ETHNIC OTHERS

Base Population is: Total Supply, Procurement and Allied Officers in the Army

Expected Proportion is: Proportion of Army Officers who are Racial/Ethnic Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.015	5,511	82	83	.015	+ 1
1977	.019	5,320	99	89	.017	-10
1978	.017	5,315	88	74	.014	-16
1979	.019	2,783	52	40	.014	-23
1980	.018	2,811	51	31	.011	-40

D.8 SUPPLY, PROCUREMENT AND ALLIED OFFICERS

FEMALES

Base Population is: Total Supply, Procurement and Allied Officers in the Army

Expected Proportion is: Proportion of Army Officers who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.041	6,952	287	54	.008	-81
1975	.045	6,718	302	102	.015	-66
1976	.052	5,511	289	217	.039	-25
1977	.058	5,320	310	228	.043	-26
1978	.064	5,315	342	274	.052	-20
1979	.071	2,783	196	54	.019	-72
1980	.077	2,811	217	70	.025	-68

WHITES

Base Population is: Total Supply, Procurement and Allied Officers in the Army

Expected Proportion is: Proportion of Army Officers who are White

1974	.922	6,952	6,412	6,198	.892	-3
1975	.908	6,718	6,101	5,931	.883	-3
1976	.858	5,511	4,731	4,541	.824	-4
1977	.899	5,320	4,784	4,544	.854	-5
1978	.892	5,315	4,742	4,506	.848	-5
1979	.886	2,783	2,467	2,390	.859	-3
1980	.872	2,811	2,452	2,332	.830	-5

E.1 ENLISTED INFANTRY AND GUN CREWS

BLACKS

Base Population is: Total Enlisted Infantry and Gun Crews in the Army

Expected Proportion is: Proportion of Army Enlisted who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.211	146,276	30,895	32,645	.223	+6
1975	.222	149,134	33,088	35,640	.239	+8
1976	.241	164,903	39,752	39,093	.237	-2
1977	.263	171,982	45,200	44,799	.260	-1
1978	.291	168,084	48,858	48,754	.290	0
1979	.321	157,798	50,602	52,011	.330	+3
1980	.329	156,200	51,338	51,967	.333	+1

E.1 ENLISTED INFANTRY AND GUN CREWS

HISPANICS

Base Population is: Total Enlisted Infantry and Gun Crews in the Army

Expected Proportion is: Proportion of Army Enlisted who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.035	164,903	5,811	6,611	.040	+14
1977	.037	171,982	6,278	7,141	.042	+14
1978	.039	168,084	6,531	7,632	.045	+17
1979	.042	157,798	6,575	7,912	.050	+20
1980	.044	156,200	6,852	8,187	.052	+20

RACIAL/ETHNIC OTHERS

Base Population is: Total Enlisted Infantry and Gun Crews in the Army

Expected Proportion is: Proportion of Army Enlisted who are Racial/Ethnic
Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1975	.019	149,134	2,823	3,258	.022	+15
1976	.026	164,903	4,353	4,729	.029	+ 9
1977	.028	171,982	4,857	4,700	.027	- 3
1978	.031	168,084	5,192	4,697	.028	-10
1979	.032	157,798	5,061	4,980	.032	- 2
1980	.032	156,200	4,931	4,910	.031	0

FEMALES

Base Population is: Total Enlisted Infantry and Gun Crews in the Army

Expected Proportion is: Proportion of Army Enlisted who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.039	146,276	5,709	183	.001	-97
1975	.056	149,134	8,291	77	.000	-99
1976	.065	164,903	10,782	83	.000	-99
1977	.068	171,982	11,657	65	.000	-99
1978	.075	168,084	12,628	121	.001	-99
1979	.083	157,798	13,166	284	.002	-98
1980	.091	156,200	14,224	627	.004	-96

E.1 ENLISTED INFANTRY AND GUN CREWS

WHITES

Base Population is: Total Enlisted Infantry and Gun Crews in the Army

Expected Proportion is: Proportion of Army Enlisted who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.714	146,276	104,494	101,859	.696	-2
1975	.746	149,134	111,191	108,796	.730	-2
1976	.696	164,903	114,799	114,319	.693	0
1977	.672	171,982	115,524	115,282	.670	0
1978	.639	168,084	107,390	106,984	.636	0
1979	.605	157,798	95,455	92,832	.588	-3
1980	.587	156,200	91,679	90,172	.577	-2

E.2 ENLISTED ELECTRONIC EQUIPMENT REPAIRMEN

BLACKS

Base Population is: Total Enlisted Electronic Equipment Repairmen in the
Army

Expected Proportion is: Proportion of Army Enlisted who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.211	33,265	7,026	4,440	.133	-37
1975	.222	33,048	7,332	5,011	.152	-32
1976	.241	31,587	7,614	5,220	.165	-31
1977	.263	30,961	8,137	5,728	.185	-30
1978	.291	30,336	8,818	6,178	.204	-30
1979	.321	28,858	9,254	6,340	.220	-32
1980	.329	28,070	9,226	6,957	.248	-25

HISPANICS

Base Population is: Total Enlisted Electronic Equipment Repairmen in the
Army

Expected Proportion is: Proportion of Army Enlisted who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.035	31,587	1,113	802	.025	-28
1977	.037	30,961	1,130	841	.027	-26
1978	.039	30,336	1,179	839	.028	-29
1979	.042	28,858	1,202	815	.028	-32
1980	.044	28,070	1,231	899	.032	-27

E.2 ENLISTED ELECTRONIC EQUIPMENT REPAIRMEN

RACIAL/ETHNIC OTHERS

Base Population is: Total Enlisted Electronic Equipment Repairmen in the Army

Expected Proportion is: Proportion of Army Enlisted who are Racial/Ethnic Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1975	.019	33,048	626	659	.020	+ 5
1976	.026	31,587	834	776	.024	- 7
1977	.028	30,961	874	745	.024	-15
1978	.031	30,336	937	759	.025	-19
1979	.032	28,858	926	806	.028	-13
1980	.032	28,070	886	867	.031	- 2

FEMALES

Base Population is: Total Enlisted Electronic Equipment Repairmen in the Army

Expected Proportion is: Proportion of Army Enlisted who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.039	33,265	1,298	86	.002	-93
1975	.056	33,048	1,837	231	.007	-87
1976	.065	31,587	2,065	833	.026	-60
1977	.068	30,961	2,099	1,232	.040	-41
1978	.075	30,336	2,279	1,236	.041	-46
1979	.083	28,858	2,408	1,075	.037	-55
1980	.091	28,070	2,556	962	.034	-62

WHITES

Base Population is: Total Enlisted Electronic Equipment Repairmen in the Army

Expected Proportion is: Proportion of Army Enlisted who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.714	33,265	23,763	26,935	.810	+13
1975	.746	33,048	24,640	27,348	.828	+11
1976	.696	31,587	21,990	24,784	.785	+13
1977	.672	30,961	20,797	23,644	.764	+14
1978	.639	30,336	19,382	22,558	.744	+16
1979	.605	28,858	17,457	20,897	.724	+20
1980	.587	28,070	16,475	19,330	.689	+17

E.3 ENLISTED COMMUNICATIONS AND INTELLIGENCE SPECIALISTS

BLACKS

Base Population is: Total Enlisted Communications and Intelligence Specialists in the Army

Expected Proportion is: Proportion of Army Enlisted who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.211	44,224	9,340	6,345	.143	-32
1975	.222	45,561	10,108	8,901	.195	-12
1976	.241	57,784	13,930	13,722	.237	- 2
1977	.263	62,751	16,492	16,668	.266	+ 1
1978	.291	64,133	18,642	18,399	.287	- 1
1979	.321	60,881	19,523	18,882	.310	- 3
1980	.329	63,360	20,825	20,988	.331	+ 1

HISPANICS

Base Population is: Total Enlisted Communications and Intelligence Specialists in the Army

Expected Proportion is: Proportion of Army Enlisted who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.035	57,784	2,036	1,870	.032	-8
1977	.037	62,751	2,290	2,409	.038	+5
1978	.039	64,133	2,492	2,535	.040	+2
1979	.042	60,881	2,537	2,522	.041	-1
1980	.044	63,360	2,779	2,662	.042	-4

RACIAL/ETHNIC OTHERS

Base Population is: Total Enlisted Communications and Intelligence Specialists in the Army

Expected Proportion is: Proportion of Army Enlisted who are Racial/Ethnic Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1975	.019	45,561	862	573	.012	-34
1976	.026	57,784	1,525	1,110	.019	-27
1977	.028	62,751	1,772	1,220	.019	-31
1978	.031	64,133	1,981	1,264	.020	-36
1979	.032	60,881	1,953	1,234	.020	-37
1980	.032	63,360	2,000	1,435	.023	-28

E.3 ENLISTED COMMUNICATIONS AND INTELLIGENCE SPECIALISTS

FEMALES

Base Population is: Total Enlisted Communications and Intelligence Specialists in the Army

Expected Proportion is: Proportion of Army Enlisted who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.039	44,224	1,726	996	.022	-42
1975	.056	45,561	2,533	2,350	.052	- 7
1976	.065	57,784	3,778	5,916	.102	+57
1977	.068	62,751	4,253	5,276	.084	+24
1978	.075	64,133	4,818	5,224	.081	+ 8
1979	.083	60,881	5,080	5,319	.087	+ 5
1980	.091	63,360	5,770	6,932	.109	+20

WHITES

Base Population is: Total Enlisted Communications and Intelligence Specialists in the Army

Expected Proportion is: Proportion of Army Enlisted who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.714	44,224	31,592	35,395	.800	+12
1975	.746	45,561	33,970	35,941	.789	+ 6
1976	.696	57,784	40,227	41,053	.710	+ 2
1977	.672	62,751	42,151	42,443	.676	+ 1
1978	.639	64,133	40,975	41,930	.654	+ 2
1979	.605	60,881	36,828	38,241	.628	+ 4
1980	.587	63,360	37,188	38,223	.603	+ 3

E.4 ENLISTED MEDICAL AND DENTAL SPECIALISTS

BLACKS

Base Population is: Total Enlisted Medical and Dental Specialists in the Army

Expected Proportion is: Proportion of Army Enlisted who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.211	36,455	7,700	7,123	.195	- 8
1975	.222	34,165	7,580	6,833	.200	-10
1976	.241	30,998	7,472	6,483	.209	-13
1977	.263	34,350	9,028	8,071	.235	-11
1978	.291	34,858	10,132	9,030	.259	-11
1979	.321	34,700	11,128	9,934	.286	-11
1980	.329	34,700	11,405	10,819	.312	- 5

E.4 ENLISTED MEDICAL AND DENTAL SPECIALISTS

HISPANICS

Base Population is: Total Enlisted Medical and Dental Specialists in the Army

Expected Proportion is: Proportion of Army Enlisted who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.035	30,998	1,092	995	.032	- 9
1977	.037	34,350	1,254	1,236	.036	- 1
1978	.039	34,858	1,354	1,331	.038	- 2
1979	.042	34,700	1,446	1,549	.045	+ 7
1980	.044	34,700	1,522	1,847	.053	+21

RACIAL/ETHNIC OTHERS

Base Population is: Total Enlisted Medical and Dental Specialists in the Army

Expected Proportion is: Proportion of Army Enlisted who are Racial/Ethnic Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1975	.019	34,165	647	628	.018	- 3
1976	.026	30,998	818	911	.029	+11
1977	.028	34,350	970	1,170	.034	+21
1978	.031	34,858	1,077	1,319	.038	+22
1979	.032	34,700	1,113	1,290	.037	+16
1980	.032	34,700	1,096	1,351	.039	+23

FEMALES

Base Population is: Total Enlisted Medical and Dental Specialists in the Army

Expected Proportion is: Proportion of Army Enlisted who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.039	36,455	1,423	5,221	.143	+267
1975	.056	34,165	1,900	6,843	.200	+260
1976	.065	30,998	2,027	6,658	.215	+228
1977	.068	34,350	2,328	6,110	.178	+162
1978	.075	34,858	2,619	5,855	.168	+124
1979	.083	34,700	2,895	6,790	.196	+134
1980	.091	34,700	3,160	7,261	.209	+130

E.4 ENLISTED MEDICAL AND DENTAL SPECIALISTS

WHITES

Base Population is: Total Enlisted Medical and Dental Specialists in the Army

Expected Proportion is: Proportion of Army Enlisted who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.714	36,455	26,042	26,737	.733	+3
1975	.746	34,165	25,473	26,680	.781	+5
1976	.696	30,998	21,580	22,599	.729	+5
1977	.672	34,350	23,074	23,869	.695	+3
1978	.639	34,858	22,271	23,178	.665	+4
1979	.605	34,700	20,990	21,925	.632	+4
1980	.587	34,700	20,367	20,645	.595	+1

E.5 ENLISTED OTHER TECHNICAL AND ALLIED SPECIALISTS

BLACKS

Base Population is: Total Enlisted Other Technical and Allied Specialists in the Army

Expected Proportion is: Proportion of Army Enlisted who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.211	12,747	2,692	1,417	.111	-47
1975	.222	12,775	2,834	1,663	.130	-41
1976	.241	12,513	3,016	1,632	.130	-46
1977	.263	12,290	3,230	1,874	.152	-42
1978	.291	12,589	3,659	2,282	.181	-38
1979	.321	12,783	4,099	2,793	.218	-32
1980	.329	13,955	4,587	3,394	.243	-26

HISPANICS

Base Population is: Total Enlisted Other Technical and Allied Specialists in the Army

Expected Proportion is: Proportion of Army Enlisted who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.035	12,513	441	288	.023	-35
1977	.037	12,290	449	337	.027	-25
1978	.039	12,589	489	385	.030	-21
1979	.042	12,783	533	426	.033	-20
1980	.044	13,955	612	497	.036	-19

E.5 ENLISTED OTHER TECHNICAL AND ALLIED SPECIALISTS

RACIAL/ETHNIC OTHERS

Base Population is: Total Enlisted Other Technical and Allied Specialists
in the Army

Expected Proportion is: Proportion of Army Enlisted who are Racial/Ethnic
Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1975	.019	12,775	242	213	.017	-12
1976	.026	12,513	330	281	.022	-15
1977	.028	12,290	347	304	.025	-12
1978	.031	12,589	389	343	.027	-12
1979	.032	12,783	410	375	.029	- 8
1980	.032	13,955	441	430	.031	- 2

FEMALES

Base Population is: Total Enlisted Other Technical and Allied Specialists
in the Army

Expected Proportion is: Proportion of Army Enlisted who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.039	12,747	498	335	.026	-33
1975	.056	12,775	710	596	.047	-16
1976	.065	12,513	818	823	.066	+ 1
1977	.068	12,290	833	856	.070	+ 3
1978	.075	12,589	946	921	.073	- 3
1979	.083	12,783	1,067	1,163	.091	+ 9
1980	.091	13,955	1,271	1,604	.115	+26

WHITES

Base Population is: Total Enlisted Other Technical and Allied Specialists
in the Army

Expected Proportion is: Proportion of Army Enlisted who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.714	12,747	9,106	10,627	.834	+17
1975	.746	12,775	9,525	10,829	.848	+14
1976	.696	12,513	8,711	10,311	.824	+18
1977	.672	12,290	8,255	9,775	.795	+18
1978	.639	12,589	8,043	9,578	.761	+19
1979	.605	12,783	7,733	9,189	.719	+19
1980	.587	13,955	8,191	9,624	.690	+18

E.6 ENLISTED FUNCTIONAL SUPPORT AND ADMINISTRATION

BLACKS

Base Population is: Total Enlisted Functional Support and Administration
in the Army

Expected Proportion is: Proportion of Army Enlisted who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.211	131,307	27,733	32,141	.245	+16
1975	.222	129,666	28,768	37,771	.291	+31
1976	.241	103,817	25,027	32,530	.313	+30
1977	.263	100,685	26,462	33,528	.333	+27
1978	.291	102,842	29,894	37,712	.367	+26
1979	.321	103,731	33,264	41,323	.398	+24
1980	.329	106,145	34,887	44,879	.423	+29

HISPANICS

Base Population is: Total Enlisted Functional Support and Administration
in the Army

Expected Proportion is: Proportion of Army Enlisted who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.035	103,817	3,658	4,159	.040	+14
1977	.037	100,685	3,675	4,071	.040	+11
1978	.039	102,842	3,996	4,207	.041	+ 5
1979	.042	103,731	4,322	4,401	.042	+ 2
1980	.044	106,145	4,656	4,694	.044	+ 1

RACIAL/ETHNIC OTHERS

Base Population is: Total Enlisted Functional Support and Administration
in the Army

Expected Proportion is: Proportion of Army Enlisted who are Racial/Ethnic
Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1975	.019	129,666	2,454	3,120	.024	+27
1976	.026	103,817	2,741	3,429	.033	+25
1977	.028	100,685	2,844	3,557	.035	+25
1978	.031	102,842	3,176	3,897	.038	+23
1979	.032	103,731	3,327	3,946	.038	+19
1980	.032	106,145	3,351	4,207	.040	+26

E.6 ENLISTED FUNCTIONAL SUPPORT AND ADMINISTRATION

FEMALES

Base Population is: Total Enlisted Functional Support and Administration
in the Army

Expected Proportion is: Proportion of Army Enlisted who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.039	131,307	5,125	9,819	.075	+ 92
1975	.056	129,666	7,209	14,229	.110	+ 97
1976	.065	103,817	6,788	13,947	.134	+106
1977	.068	100,685	6,824	15,441	.153	+126
1978	.075	102,842	7,727	16,208	.158	+110
1979	.083	103,731	8,655	18,228	.176	+111
1980	.091	106,145	9,666	19,572	.184	+102

WHITES

Base Population is: Total Enlisted Functional Support and Administration
in the Army

Expected Proportion is: Proportion of Army Enlisted who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.714	131,307	93,800	88,626	.675	- 6
1975	.746	129,666	96,677	88,603	.683	- 8
1976	.696	103,817	72,273	63,656	.613	-12
1977	.672	100,685	67,632	59,518	.591	-12
1978	.639	102,842	65,707	57,022	.554	-13
1979	.605	103,731	62,749	54,056	.521	-14
1980	.587	106,145	62,300	52,238	.492	-16

E.7 ENLISTED ELECTRICAL/MECHANICAL EQUIPMENT REPAIRMEN

BLACKS

Base Population is: Total Enlisted Electrical/Mechanical Equipment Repairmen
in the Army

Expected Proportion is: Proportion of Army Enlisted who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.211	92,898	19,621	16,169	.174	-18
1975	.222	92,781	20,585	17,994	.194	-13
1976	.241	87,292	21,043	17,571	.201	-16
1977	.263	92,636	24,347	20,239	.218	-17
1978	.291	95,917	27,881	24,081	.251	-14
1979	.321	94,065	30,164	25,776	.274	-14
1980	.329	96,803	31,816	28,333	.293	-11

E.7 ENLISTED ELECTRICAL/MECHANICAL EQUIPMENT REPAIRMEN

HISPANICS

Base Population is: Total Enlisted Electrical/Mechanical Equipment Repairmen
in the Army

Expected Proportion is: Proportion of Army Enlisted who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.035	87,292	3,076	2,830	.032	-8
1977	.037	92,636	3,381	3,258	.035	-4
1978	.039	95,917	3,727	3,608	.038	-3
1979	.042	94,065	3,920	3,735	.040	-5
1980	.044	96,803	4,246	3,967	.041	-7

RACIAL/ETHNIC OTHERS

Base Population is: Total Enlisted Electrical/Mechanical Equipment Repairmen
in the Army

Expected Proportion is: Proportion of Army Enlisted who are Racial/Ethnic
Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1975	.019	92,781	1,756	1,567	.017	-11
1976	.026	87,292	2,304	2,108	.024	- 8
1977	.028	92,636	2,616	2,427	.026	- 7
1978	.031	95,917	2,963	2,795	.029	- 6
1979	.032	94,065	3,017	3,013	.032	0
1980	.032	96,803	3,056	3,399	.035	+11

FEMALES

Base Population is: Total Enlisted Electrical/Mechanical Equipment Repairmen
in the Army

Expected Proportion is: Proportion of Army Enlisted who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.039	92,898	3,626	49	.000	-99
1975	.056	92,781	5,158	498	.005	-90
1976	.065	87,292	5,707	1,793	.020	-69
1977	.068	92,636	6,279	2,402	.026	-62
1978	.075	95,917	7,206	3,550	.037	-51
1979	.083	94,065	7,848	3,304	.035	-58
1980	.091	96,803	8,815	3,832	.040	-56

E.7 ENLISTED ELECTRICAL/MECHANICAL EQUIPMENT REPAIRMEN

WHITES

Base Population is: Total Enlisted Electrical/Mechanical Equipment Repairmen
in the Army

Expected Proportion is: Proportion of Army Enlisted who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.714	92,898	66,363	70,299	.757	+6
1975	.746	92,781	69,176	73,067	.788	+6
1976	.696	87,292	60,769	64,743	.742	+6
1977	.672	92,636	62,225	66,704	.720	+7
1978	.639	95,917	61,282	65,427	.682	+7
1979	.605	94,065	56,902	61,535	.654	+8
1980	.587	96,803	56,817	60,972	.630	+7

E.8 ENLISTED CRAFTSMEN

BLACKS

Base Population is: Total Enlisted Craftsmen in the Army

Expected Proportion is: Proportion of Army Enlisted who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.211	17,457	3,687	2,851	.163	-23
1975	.222	19,776	4,388	3,285	.166	-25
1976	.241	18,284	4,408	2,925	.160	-34
1977	.263	16,798	4,415	2,891	.172	-34
1978	.291	15,099	4,389	3,049	.202	-30
1979	.321	14,233	4,564	3,282	.230	-28
1980	.329	15,746	5,175	4,065	.258	-22

HISPANICS

Base Population is: Total Enlisted Craftsmen in the Army

Expected Proportion is: Proportion of Army Enlisted who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.035	18,284	644	461	.025	-28
1977	.037	16,798	613	438	.026	-29
1978	.039	15,099	587	412	.027	-30
1979	.042	14,233	593	425	.030	-28
1980	.044	15,746	691	475	.030	-31

E.8 ENLISTED CRAFTSMEN

RACIAL/ETHNIC OTHERS

Base Population is: Total Enlisted Craftsmen in the Army

Expected Proportion is: Proportion of Army Enlisted who are Racial/Ethnic Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1975	.019	19,776	374	292	.015	-22
1976	.026	18,284	483	433	.024	-10
1977	.028	16,798	474	352	.021	-26
1978	.031	15,099	466	325	.022	-30
1979	.032	14,233	456	358	.025	-22
1980	.032	15,746	497	437	.028	-12

FEMALES

Base Population is: Total Enlisted Craftsmen in the Army

Expected Proportion is: Proportion of Army Enlisted who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.039	17,457	681	16	.001	-98
1975	.056	19,776	1,100	143	.007	-87
1976	.065	18,284	1,195	390	.021	-67
1977	.068	16,798	1,139	487	.029	-57
1978	.075	15,099	1,134	490	.032	-57
1979	.083	14,233	1,188	469	.033	-60
1980	.091	15,746	1,434	495	.031	-66

WHITES

Base Population is: Total Enlisted Craftsmen in the Army

Expected Proportion is: Proportion of Army Enlisted who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.714	17,457	12,471	13,608	.780	+ 9
1975	.746	19,776	14,745	16,168	.818	+10
1976	.696	18,284	12,729	14,462	.791	+14
1977	.672	16,798	11,284	13,112	.780	+16
1978	.639	15,099	9,647	11,312	.749	+17
1979	.605	14,233	8,610	10,167	.714	+18
1980	.587	15,746	9,242	10,746	.682	+16

E.9 ENLISTED SERVICE AND SUPPLY HANDLERS

BLACKS

Base Population is: Total Enlisted Service and Supply Handlers in the Army
 Expected Proportion is: Proportion of Army Enlisted who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.211	76,364	16,129	17,617	.231	+9
1975	.222	71,713	15,910	16,770	.234	+5
1976	.241	70,348	16,958	16,622	.236	-2
1977	.263	73,473	19,310	19,043	.259	-1
1978	.291	72,681	21,127	20,961	.288	-1
1979	.321	68,679	22,024	21,831	.318	-1
1980	.329	71,433	23,478	24,564	.344	+5

HISPANICS

Base Population is: Total Enlisted Service and Supply Handlers in the Army
 Expected Proportion is: Proportion of Army Enlisted who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.035	70,348	2,479	1,993	.028	-20
1977	.037	73,473	2,682	2,056	.028	-23
1978	.039	72,681	2,824	2,033	.028	-28
1979	.042	68,679	2,862	2,059	.030	-28
1980	.044	71,433	3,134	2,319	.032	-26

RACIAL/ETHNIC OTHERS

Base Population is: Total Enlisted Service and Supply Handlers in the Army
 Expected Proportion is: Proportion of Army Enlisted who are Racial/Ethnic
 Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1975	.019	71,713	1,357	856	.012	-37
1976	.026	70,348	1,857	1,238	.018	-33
1977	.028	73,473	2,075	1,275	.017	-39
1978	.031	72,681	2,245	1,366	.019	-39
1979	.032	68,679	2,203	1,345	.020	-39
1980	.032	71,433	2,255	1,462	.020	-35

E.9 ENLISTED SERVICE AND SUPPLY HANDLERS

FEMALES

Base Population is: Total Enlisted Service and Supply Handlers in the Army
 Expected Proportion is: Proportion of Army Enlisted who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.039	76,364	2,981	642	.008	-78
1975	.056	71,713	3,987	1,973	.028	-50
1976	.065	70,348	4,600	4,693	.067	+ 2
1977	.068	73,473	4,980	5,946	.081	+19
1978	.075	72,681	5,461	6,191	.085	+13
1979	.083	68,679	5,730	5,911	.086	+ 3
1980	.091	71,433	6,505	6,489	.091	0

WHITES

Base Population is: Total Enlisted Service and Supply Handlers in the Army
 Expected Proportion is: Proportion of Army Enlisted who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1974	.714	76,364	54,551	53,912	.706	-1
1975	.746	71,713	53,468	53,959	.752	+1
1976	.696	70,348	48,974	50,463	.717	+3
1977	.672	73,473	49,353	51,096	.695	+4
1978	.639	72,681	46,437	48,319	.665	+4
1979	.605	68,679	41,545	43,439	.632	+5
1980	.587	71,433	41,927	43,012	.602	+3

E.10 ENLISTED NON-OCCUPATIONAL

BLACKS

Base Population is: Total Enlisted Non-Occupational in the Army
 Expected Proportion is: Proportion of Army Enlisted who are Black

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.241	101,797	24,540	28,066	.276	+14
1977	.263	82,417	21,661	25,455	.309	+18
1978	.291	71,274	20,718	23,709	.333	+14
1979	.321	79,755	25,576	28,101	.352	+10
1980	.329	86,265	28,353	25,050	.290	-12

E.10 ENLISTED NON-OCCUPATIONAL

HISPANICS

Base Population is: Total Enlisted Non-Occupational in the Army
 Expected Proportion is: Proportion of Army Enlisted who are Hispanic

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.035	101,797	3,587	3,940	.039	+10
1977	.037	82,417	3,008	2,970	.036	- 1
1978	.039	71,274	2,770	2,948	.041	+ 6
1979	.042	79,755	3,323	3,420	.043	+ 3
1980	.044	86,265	3,784	3,963	.046	+ 5

RACIAL/ETHNIC OTHERS

Base Population is: Total Enlisted Non-Occupational in the Army
 Expected Proportion is: Proportion of Army Enlisted who are Racial/Ethnic
 Other

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.026	101,797	2,687	2,892	.028	+ 8
1977	.028	82,417	2,328	3,367	.041	+45
1978	.031	71,274	2,202	3,849	.054	+75
1979	.032	79,755	2,558	3,675	.046	+44
1980	.032	86,265	2,724	2,741	.032	+ 1

FEMALES

Base Population is: Total Enlisted Non-Occupational in the Army
 Expected Proportion is: Proportion of Army Enlisted who are Female

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.065	101,797	6,656	9,284	.091	+40
1977	.068	82,417	5,586	8,010	.097	+43
1978	.075	71,274	5,355	10,417	.146	+94
1979	.083	79,755	6,654	12,190	.153	+83
1980	.091	86,265	7,855	13,355	.155	+70

E.10 ENLISTED NON-OCCUPATIONAL

WHITES

Base Population is: Total Enlisted Non-Occupational in the Army
 Expected Proportion is: Proportion of Army Enlisted who are White

Year	Expected Proportion	Base Population	Expected Number	Actual Number	Actual Proportion	Difference Indicator
1976	.696	101,797	70,867	66,783	.656	- 6
1977	.672	82,417	55,361	50,578	.614	- 9
1978	.639	71,274	45,538	40,693	.571	-11
1979	.605	79,755	48,245	44,331	.556	- 8
1980	.587	86,265	50,632	49,989	.579	- 1

F.1 DIFFERENCES FROM MEAN MONTHS TO MAKE GRADE FOR OFFICERS FOR 1974

GROUP	GRADE								
	GO	06	05	04	03	02	CW4	CW3	CW2
BLACKS	+1.38	+4.41	+10.87	+8.99	+1.18	+.78	+4.09	+.64	-.17
N	12	112	628	878	1,285	467	53	180	348
HISPANICS									
N									
R/E OTHERS									
N									
WHITES	-.13	+.13	-.51	-.53	-.07	-.03	-.37	-.02	+.01
N	430	4,906	10,533	15,299	25,149	9,754	1,304	3,219	6,369
FEMALES	+53.21	+18.45	+4.19	-1.88	-.03	-5.65	-25.82	-.75	-.22
N	2	55	436	361	1,083	627	3	4	9
MEAN MONTHS	286.79	232.66	159.24	81.89	27.23	16.92	134.15	66.75	13.55
TOTAL N	444	5,094	11,395	16,525	27,040	10,494	1,394	3,497	6,883

F.2 DIFFERENCES FROM MEAN MONTHS TO MAKE GRADE FOR OFFICERS FOR 1975

GROUP	GRADE								
	G0	06	05	04	03	02	CW4	CW3	CW2
BLACKS	-1.22	+6.91	+10.66	+8.34	+ .76	+ .18	+3.28	+1.24	+ .58
N	12	138	580	843	1,363	578	52	179	347
HISPANICS									
N									
R/E OTHERS									
N									
WHITES	+ .04	+ .05	- .41	- .44	- .05	.00	- .13	- .03	- .03
N	411	4,558	10,184	14,803	26,822	9,563	1,231	3,049	5,848
FEMALES	+59.19	+19.88	+ .75	-2.06	+ .44	-3.09	-19.10	-5.23	- .90
N	2	56	363	362	1,273	501	3	2	10
MEAN MONTHS	286.81	230.28	160.15	82.66	30.17	22.68	130.76	70.23	15.30
TOTAL N	423	4,768	10,958	15,997	28,847	10,468	1,319	3,317	6,347

F.3 DIFFERENCES FROM MEAN MONTHS TO MAKE GRADE FOR OFFICERS FOR 1976

GROUP	GRADE								
	CO	06	05	04	03	02	CW4	CW3	CW2
BLACKS	-2.61	+9.54	+9.24	+4.41	+1.50	+40	+1.80	-.25	+2.25
N	13	162	520	829	1,326	650	58	165	314
HISPANICS	-44.10	-7.53	-6.93	-1.84	+1.56	+54	-2.94	+53	-1.06
N	3	39	160	151	254	138	13	33	53
R/E OTHERS		-12.85	-4.60	-2.42	+2.92	-.19	-1.96	-4.26	-.72
N	1	57	172	196	303	144	17	32	62
WHITES	+48	-.11	-.19	+10	-.11	+03	-.03	+12	-.01
N	402	4,159	9,941	14,421	24,794	7,905	1,186	2,840	5,064
FEMALES	+15.23	+19.34	-6.09	-1.65	-4.26	-.11	-14.68	-2.63	+1.73
N	2	87	275	367	1,830	363	3	3	13
MEAN MONTHS	277.77	222.38	157.59	83.38	27.10	17.31	122.01	70.29	12.12
TOTAL N	419	4,420	10,801	15,654	26,728	9,006	1,274	3,075	5,529

F.4 DIFFERENCES FROM MEAN MONTHS TO MAKE GRADE FOR OFFICERS FOR 1977

GROUP	GRADE						
	GO	06	05	04	03	02	
BLACKS	+4.16	+12.61	+8.91	+3.56	+1.93	+0.07	CW2
N	13	179	563	783	1,399	726	CW3
HISPANICS	-.51	-11.57	-13.88	-5.06	+2.36	-.13	CW4
N	3	36	94	149	283	80	
R/E OTHERS		-14.96	-8.04	-3.40	+2.67	-.22	
N	1	54	157	188	339	212	
WHITES	-.07	-.24	-.24	-.08	-.17	.00	
N	394	4,308	10,204	14,497	24,037	7,278	
FEMALES	+17.66	+14.90	-3.76	-4.78	-5.53	-1.19	
N	2	107	239	380	1,990	473	
MEAN MONTHS	282.84	229.57	166.68	97.61	36.03	23.62	
TOTAL N	411	4,577	11,018	15,620	26,062	8,298	

F.5 DIFFERENCES FROM MEAN MONTHS TO MAKE GRADE FOR OFFICERS FOR 1978

GROUP	GRADE									
	GO	06	05	04	03	02	CW4	CW3	CW2	
BLACKS	+4.11	+12.44	+9.56	+1.16	+2.48	+0.25	+0.56	+1.78	+0.47	
N	18	188	563	759	1,424	870	71	207	325	
HISPANICS	-10.64	-22.24	-13.36	-4.32	+2.81	+0.49	-1.07	+2.22	+0.15	
N	4	29	93	146	264	111	16	39	51	
R/E OTHERS	-13.34	-13.34	-11.66	-4.93	+2.75	-0.36	-4.80	-1.48	+0.03	
N	1	48	127	184	312	197	12	44	48	
WHITES	-0.02	-0.26	-0.25	+0.05	-0.22	-0.01	+0.03	-0.11	-0.04	
N	373	4,103	10,053	14,485	21,818	8,440	1,271	3,490	4,032	
FEMALES	+18.11	+10.79	-8.41	-5.79	-7.19	-1.74	-5.71	+1.51	+0.64	
N	2	97	212	388	1,804	769	3	6	16	
MEAN MONTHS	282.39	229.79	168.49	103.93	38.39	23.51	128.38	86.16	22.61	
TOTAL N	396	4,368	10,838	15,575	23,828	9,623	1,370	3,780	4,457	

F.6 DIFFERENCES FROM MEAN MONTHS TO MAKE GRADE FOR OFFICERS FOR 1979

GROUP	GRADE								
	GO	06	05	04	03	02	CW4	CW3	CW2
BLACKS	+9.33	+12.48	+9.93	+0.07	+2.14	+0.25	+1.37	+2.39	-0.10
N	22	187	572	702	1,427	1,187	76	189	363
HISPANICS	-22.85	-22.73	-9.14	-4.78	+2.82	+0.35	-2.19	+2.20	+0.21
N	3	31	101	128	260	149	16	38	60
R/E OTHERS		-17.27	-17.50	-9.03	+1.05	-0.26	-2.60	-2.01	-0.29
N	1	47	131	174	307	268	14	42	72
WHITES	-0.31	-0.20	-0.25	+0.16	-0.21	-0.03	-0.03	-0.13	+0.01
N	365	4,072	10,027	14,322	18,963	10,634	1,243	3,564	4,257
FEMALES	+1.15	+8.17	-9.05	-7.60	-8.87	-2.10	-2.63	+2.18	-0.37
N	2	93	216	441	1,820	1,312	4	4	33
MEAN MONTHS	279.85	230.18	171.08	111.18	41.08	23.39	130.38	87.32	24.01
TOTAL N	391	4,337	10,831	15,327	20,959	12,238	1,349	3,833	4,752

F.7 DIFFERENCES FROM MEAN MONTHS TO MAKE GRADE FOR OFFICERS FOR 1980

GROUP	GRADE									
	GO	06	05	04	03	02	CW4	CW3	CW2	
BLACKS	+10.10	+15.65	+7.28	-1.23	+1.08	+0.21	+3.25	+1.54	-0.18	
N	24	211	530	684	1,801	1,225	84	203	352	
HISPANICS	+2.02	-18.92	-9.22	-6.11	+0.56	+0.64	+0.24	+0.85	+0.04	
N	3	32	108	117	313	118	20	38	62	
R/E OTHERS	-26.36	-22.52	-12.58	-0.25	+0.02	-4.41	-0.65	+0.07		
N	1	53	137	176	399	230	14	47	71	
WHITES	-0.58	-0.31	+0.04	+0.27	-0.10	-0.04	-0.17	-0.09	+0.01	
N	384	4,194	10,081	14,324	20,202	9,157	1,270	3,597	4,137	
FEMALES	-2.32	+5.74	-9.96	-8.37	-9.87	-1.35	-13.91	-4.80	-1.10	
N	2	88	248	527	2,184	1,230	2	6	43	
MEAN MONTHS	281.32	228.45	172.70	115.21	44.84	23.20	133.91	86.97	23.84	
TOTAL N	412	4,490	10,857	15,302	22,720	10,733	1,388	3,885	4,626	

G.1 DIFFERENCES FROM MEAN MONTH TO MAKE GRADE FOR ENLISTED FOR 1974

E9

GROUP	OVERALL	AFQT		EDUCATION LEVEL		
		LOW	HIGH	LOW	MEDIUM	HIGH
BLACKS	+11.95	-2.02	+4.73	+7.62	+16.63	+2.25
N	369	100	48	17	239	106
HISPANICS						
N						
R/E OTHERS						
N						
WHITES	-1.68	-7.60	-8.45	-2.03	-.32	-4.17
N	3,060	475	632	160	1,937	899
FEMALES	+14.75				+10.15	+24.90
N	10			1	4	4
MEAN MONTHS	240.85	234.07	233.79	238.88	242.67	237.66
TOTAL N	3,647	632	706	192	2,315	1,064

E8

GROUP	OVERALL	AFQT		EDUCATION LEVEL		
		LOW	HIGH	LOW	MEDIUM	HIGH
BLACKS	+10.60	+5.28	+6.90	+5.29	+12.73	+4.71
N	1,819	864	181	112	1,315	366
HISPANICS						
N						
R/E OTHERS						
N						
WHITES	-2.95	-5.61	-11.04	-3.43	-1.74	-7.36
N	9,355	2,848	2,603	529	6,670	1,848
FEMALES	-2.06			-19.35	-5.03	+5.47
N	97			4	60	32
MEAN MONTHS	201.35	198.91	192.14	200.29	202.74	196.51
TOTAL N	12,045	4,059	2,913	686	8,640	2,359

G.1 DIFFERENCES FROM MEAN MONTH TO MAKE GRADE FOR ENLISTED FOR 1974

E7

GROUP	OVERALL	AFQT		EDUCATION LEVEL		
		LOW	HIGH	LOW	MEDIUM	HIGH
BLACKS	+6.03	+3.06	+11.22	+2.83	+7.19	-.33
N	9,389	5,261	564	869	7,018	1,125
HISPANICS						
N						
R/E OTHERS						
N						
WHITES	-2.21	-3.12	-6.32	-3.56	-1.17	-8.83
N	33,221	13,227	8,774	2,893	24,547	4,155
FEMALES	-6.69			-17.04	-3.75	-14.54
N	309			15	222	69
MEAN MONTHS	146.77	145.84	141.77	145.10	147.88	140.24
TOTAL N	45,455	19,833	9,706	4,011	33,732	5,601

E6

GROUP	OVERALL	AFQT		EDUCATION LEVEL		
		LOW	HIGH	LOW	MEDIUM	HIGH
BLACKS	+1.31	-4.60	+5.27	-.49	+2.52	-5.61
N	16,072	10,196	876	2,820	10,827	1,351
HISPANICS						
N	.					
R/E OTHERS						
N						
WHITES	-.44	-1.90	-8.56	-3.90	+2.64	-14.35
N	50,149	22,717	15,819	7,852	32,883	5,842
FEMALES	-19.10			-.30	-20.52	-18.28
N	676			21	514	108
MEAN MONTHS	82.45	79.62	74.64	79.49	85.08	69.85
TOTAL N	69,959	34,860	17,277	11,287	46,189	7,579

G.1 DIFFERENCES FROM MEAN MONTH TO MAKE GRADE FOR ENLISTED FOR 1974

E5

GROUP	OVERALL	AFQT		EDUCATION LEVEL		
		LOW	HIGH	LOW	MEDIUM	HIGH
BLACKS	+2.74	+.04	+3.16	+5.13	+2.45	-5.22
N	15,923	13,292	972	3,342	10,375	1,683
HISPANICS						
N						
R/E OTHERS						
N						
WHITES	-.52	-.25	-4.23	+1.21	+.56	-9.22
N	66,541	35,986	25,806	14,359	39,953	10,520
FEMALES	-9.60			-6.40	-9.47	-11.39
N	2,241			24	1,881	315
MEAN MONTHS	32.44	32.07	28.48	34.25	33.27	23.81
TOTAL N	87,870	53,259	27,728	18,896	53,647	12,947

E4

GROUP	OVERALL	AFQT		EDUCATION LEVEL		
		LOW	HIGH	LOW	MEDIUM	HIGH
BLACKS	+1.61	+1.13	+.08	+2.98	+1.23	-.32
N	26,517	23,532	2,407	6,189	17,361	2,829
HISPANICS						
N						
R/E OTHERS						
N						
WHITES	-.31	+.10	-1.39	+1.00	-.30	-2.43
N	124,095	71,658	50,614	28,079	74,342	21,142
FEMALES	-2.38			+1.03	-2.26	-3.67
N	4,983			15	4,330	631
MEAN MONTHS	13.51	13.79	12.20	14.81	13.46	11.34
TOTAL N	162,038	104,402	55,019	37,174	98,473	25,644

G.2 DIFFERENCES FROM MEAN MONTH TO MAKE GRADE FOR ENLISTED FOR 1975

E9

GROUP	OVERALL	AFQT		EDUCATION LEVEL		
		LOW	HIGH	LOW	MEDIUM	HIGH
BLACKS	+12.91	+1.89	+9.55	+3.32	+15.92	+7.64
N	454	153	56	15	295	139
HISPANICS						
N						
R/E OTHERS	-.15	-3.30	-24.35	-4.45	+7.72	-17.47
N	75	23	10	2	51	21
WHITES	-1.87	-4.85	-6.84	-2.06	+.19	-5.61
N	3,153	590	728	69	2,041	1,003
FEMALES	+8.25				-23.28	+20.05
N	10			0	3	6
MEAN MONTHS	241.95	238.49	236.11	240.77	244.24	237.75
TOTAL N	3,683	766	795	86	2,387	1,164

E8

GROUP	OVERALL	AFQT		EDUCATION LEVEL		
		LOW	HIGH	LOW	MEDIUM	HIGH
BLACKS	+11.40	+8.04	+10.28	+9.37	+13.64	+3.84
N	2,111	1,070	175	63	1,583	444
HISPANICS						
N						
R/E OTHERS	+7.85	+2.23	+5.66	-9.52	+9.87	+3.52
N	266	125	28	7	208	46
WHITES	-2.56	-3.80	-8.50	-2.99	-.84	-7.80
N	10,210	3,416	2,812	315	7,451	2,280
FEMALES	-1.96			-6.02	-6.89	+4.10
N	95			2	59	32
MEAN MONTHS	202.52	201.63	195.25	201.43	204.40	196.77
TOTAL N	12,589	4,611	3,016	385	9,244	2,770

G.2 DIFFERENCES FROM MEAN MONTH TO MAKE GRADE FOR ENLISTED FOR 1975

E7

GROUP	OVERALL	AFQT		EDUCATION LEVEL		
		LOW	HIGH	LOW	MEDIUM	HIGH
BLACKS	+5.08	+1.79	+11.65	+3.36	+6.60	-3.59
N	9,956	5,599	598	544	7,816	1,375
HISPANICS						
N						
R/E OTHERS	+6.78	+4.92	+1.31	-1.46	+8.40	+2.15
N	831	415	115	33	629	151
WHITES	-1.62	-2.30	-6.87	-2.54	-.13	-9.73
N	34,592	14,101	8,931	1,684	26,819	5,245
FEMALES	-8.66			-54.31	-6.77	-15.21
N	324			1	245	75
MEAN MONTHS	147.31	146.28	141.68	146.19	148.82	139.09
TOTAL N	45,393	20,124	9,646	2,262	35,277	6,771

E6

GROUP	OVERALL	AFQT		EDUCATION LEVEL		
		LOW	HIGH	LOW	MEDIUM	HIGH
BLACKS	+2.09	-3.07	+3.87	+1.20	+3.05	-4.61
N	15,572	10,440	891	1,477	11,925	1,767
HISPANICS						
N						
R/E OTHERS	-2.69	-6.78	-10.58	+3.62	-.15	-13.93
N	1,078	639	154	77	743	228
WHITES	-.54	-1.44	-7.62	-1.17	+2.00	-11.78
N	54,971	25,259	19,076	4,539	39,605	9,252
FEMALES	-21.52			-15.85	-20.81	-25.74
N	882			5	674	188
MEAN MONTHS	80.65	78.65	73.51	80.12	82.86	69.95
TOTAL N	71,641	36,348	20,126	6,095	52,289	11,247

G.2 DIFFERENCES FROM MEAN MONTH TO MAKE GRADE FOR ENLISTED FOR 1975

E5

GROUP	OVERALL	AFQT		EDUCATION LEVEL		
		LOW	HIGH	LOW	MEDIUM	HIGH
BLACKS	+2.40	+.87	-.93	+5.50	+2.61	-3.33
N	18,778	15,697	1,566	2,337	14,013	2,224
HISPANICS						
N						
R/E OTHERS	-2.27	-2.10	-5.45	+.53	-1.07	-7.87
N	1,856	1,398	341	191	1,220	415
WHITES	-.50	+.31	-3.83	+2.12	+.45	-7.48
N	82,147	44,249	33,269	10,525	57,880	13,029
FEMALES	-9.09			-3.70	-8.03	-13.43
N	3,722			21	2,953	721
MEAN MONTHS	32.60	33.00	28.89	35.30	33.44	25.70
TOTAL N	102,809	61,360	35,186	13,058	73,132	15,672

E4

GROUP	OVERALL	AFQT		EDUCATION LEVEL		
		LOW	HIGH	LOW	MEDIUM	HIGH
BLACKS	+.05	-.09	-1.57	-.34	+.11	-.14
N	35,442	30,093	4,719	7,920	24,808	2,634
HISPANICS						
N						
R/E OTHERS	-1.74	-1.99	-1.62	-1.64	-1.63	-2.70
N	3,124	2,468	595	574	2,038	502
WHITES	+.02	+.09	-.63	-.21	+.16	-.68
N	119,932	72,168	45,985	25,935	82,047	11,658
FEMALES	-4.03			+1.22	-3.89	-4.92
N	9,047			16	7,729	1,273
MEAN MONTHS	14.28	14.28	13.56	14.03	14.41	13.63
TOTAL N	158,615	104,797	51,335	34,447	108,977	14,806

G.3 DIFFERENCES FROM MEAN MONTH TO MAKE GRADE FOR ENLISTED FOR 1976

E9

GROUP	OVERALL	AFQT		EDUCATION LEVEL		
		LOW	HIGH	LOW	MEDIUM	HIGH
BLACKS	+15.13	+8.91	+16.85	+32.13	+17.84	+9.53
N	555	223	66	3	357	188
HISPANICS	+9.77	+2.60	+10.41		+13.63	+0.09
N	127	44	21	0	92	33
R/E OTHERS	+6.61	+5.60	-1.87		+9.98	-1.17
N	101	42	14	1	68	30
WHITES	-3.55	-3.48	-8.02	-8.02	-0.13	-8.94
N	2,901	670	800	7	1,812	1,011
FEMALES	+24.25				+15.13	
N	8			0	5	1
MEAN MONTHS	246.87	246.88	241.20	252.91	250.34	241.11
TOTAL N	3,684	979	901	11	2,329	1,262

E8

GROUP	OVERALL	AFQT		EDUCATION LEVEL		
		LOW	HIGH	LOW	MEDIUM	HIGH
BLACKS	+10.82	+10.74	+13.67	+1.64	+13.55	+3.24
N	2,428	1,330	187	15	1,792	595
HISPANICS	+11.21	+9.16	+11.19	+8.08	+13.43	+4.48
N	430	192	60	2	323	99
R/E OTHERS	+7.31	+7.05	+1.91		+9.31	+0.96
N	284	126	36	0	218	60
WHITES	-3.40	-4.18	-6.82	-2.09	-0.83	-9.54
N	9,761	3,562	2,708	54	6,928	2,634
FEMALES	-5.28				-6.78	-3.26
N	89			0	51	38
MEAN MONTHS	203.42	203.81	198.35	202.41	206.11	196.72
TOTAL N	12,906	5,213	2,991	71	9,263	3,389

G.3 DIFFERENCES FROM MEAN MONTH TO MAKE GRADE FOR ENLISTED FOR 1976

E7

GROUP	OVERALL	AFQT		EDUCATION LEVEL		
		LOW	HIGH	LOW	MEDIUM	HIGH
BLACKS	+4.61	+.68	+8.92	+4.15	+6.33	-3.18
N	10,586	6,034	573	93	8,596	1,788
HISPANICS	+4.36	+2.82	-4.12	+19.08	+5.60	-2.54
N	1,468	675	206	12	1,216	217
R/E OTHERS	+2.37	-.98	-2.34	+2.95	+4.20	-3.63
N	974	476	161	5	737	223
WHITES	-1.77	-1.97	-7.64	-3.50	+.73	-11.14
N	32,500	13,475	8,818	255	25,459	6,304
FEMALES	-10.90				-7.89	-16.40
N	352			1	239	104
MEAN MONTHS	148.25	147.23	141.75	147.53	150.55	139.18
TOTAL N	45,534	20,664	9,759	365	36,011	8,533

E6

GROUP	OVERALL	AFQT		EDUCATION LEVEL		
		LOW	HIGH	LOW	MEDIUM	HIGH
BLACKS	+2.55	-1.18	+.43	+2.30	+3.74	-4.40
N	14,559	10,566	886	257	12,087	2,131
HISPANICS	+1.34	-2.26	-4.45	+5.68	+2.90	-6.73
N	2,079	1,324	346	38	1,669	352
R/E OTHERS	-1.81	-3.28	-5.24	+5.77	+1.13	-10.33
N	1,553	935	337	12	1,146	381
WHITES	-.70	-.23	-7.53	+2.96	+1.98	-9.93
N	52,504	24,718	20,113	736	39,734	11,436
FEMALES	-22.85				-21.04	-26.94
N	1,099			1	750	326
MEAN MONTHS	78.40	77.75	71.27	81.33	80.77	69.36
TOTAL N	70,705	37,548	21,684	1,043	54,643	14,302